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CAUT ACPPU
BULLETIN

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Counting Out The Scholars
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Top Scientist Departing Canada

JOSEF Penninger, one of Canada's top scientists, is leaving the country because the University of Toronto and its largest affiliated hospital, the University Health Network, failed to act in a timely and decisive manner to deal with unfounded allegations made against him and his lab.

A brilliant immunologist who gained fame for landmark discoveries in the quest for cures for cancers, heart disease, osteoporosis and in unravelling the genetic elements in pain, the 37-year-old Penninger turned to senior officials of the university and the hospital to deal with what he felt were destructive allegations being made by Tak Mak, director of the Amgen Research Institute at UHN and the U of T, where Penninger worked and where he was a professor in the department of medical biophysics.

After repeated pleas for assistance produced no action, Penninger accepted a generous offer last fall from the Austrian Academy of Sciences to move his lab to new $30-million facilities that would be built for him in Vienna.

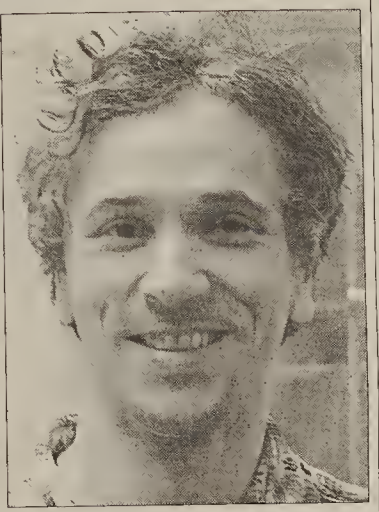
Penninger reported mixed feelings about leaving, happy with the opportunities in Austria, but unhappy he could not continue his work in Toronto and upset that his wife and family would have to be uprooted.

"It must be understood that the reputation of researchers is the most important they have, something I and the people associated with me have worked our whole lives to achieve. That such a reputation is attacked based on false accusations is simply not acceptable," Penninger said.

"I felt as if I had been driven out, and neither the university nor the hospital would do the right thing. I felt sad, but resigned. But when the allegations started affecting my students and my postdocs, I felt I must speak up."

Penninger went to California to see Roger Perlmutter, executive vice-president in charge of research and development for Amgen Inc., the American biotechnology company that funded the Amgen institute at UHN.

"Unlike officials at the hospital and the university, Roger responded immediately to my concerns," Penninger said, "setting up a human resources inquiry to probe allegations about how I was being treated by the director of the institute."



Josef Penninger

Although Penninger had already accepted the Austrian offer, Perlmutter also commissioned a panel of leading experts to review the negative allegations made about Penninger's lab.

The human resources review concluded Mak had made inappropriate remarks and that his behaviour was unacceptable. Amgen counselled Mak about his behaviour and warned him against any repeat behaviour.

The blue-ribbon scientific panel found no truth to allegations about problems in the work of the Penninger lab. The panel was unanimous in concluding "scientific rigour and good lab practices were evident and that allegations to the contrary are unfounded."

But the damage had been done. Penninger said an editor of *Nature* magazine, in which Penninger has

See OR. PENNINGER Page A13

Un scientifique de haut niveau quitte le Canada

JOSEF Penninger, un des scientifiques de haut niveau du Canada, quitte le pays parce que l'Université de Toronto et son plus important hôpital affilié, le University Health Network, n'ont pas agi à temps et d'une manière décisive pour démentir les allégations infondées faites contre lui et son laboratoire.

Brillant immunologiste de 37 ans, qui a bâti sa renommée grâce à des découvertes fondamentales dans la recherche pour guérir le cancer, les maladies cardiaques, l'ostéoporose et pour démêler les éléments génétiques de la douleur, le Dr Penninger s'est tourné vers des cadres supérieurs de l'université et de l'hôpital pour réfuter des allégations faites par Tak Mak qu'il trouvait destructrices. Ce dernier est directeur de l'institut de recherche Amgen, au UHN et à l'Université de Toronto, où le Dr Penninger travaillait et où il était professeur, au département de biophysique médicale.

Après avoir demandé, sans succès, de l'aide à maintes reprises, le Dr Penninger a accepté une offre généreuse de l'académie autrichienne des sciences l'automne dernier. Il déménagera son laboratoire dans des installations de 30 millions de dollars qui seront construites pour lui à Vienne.

Son départ suscite chez le Dr Penninger des sentiments partagés. D'une part, il est heureux de cette occasion d'aller en Autriche mais, d'autre part, il est triste de ne pas

Voir OR PENNINGER à la page A11

CAUT Sets Up Clinical Academic Freedom Panel

IN response to the recommendations of the Olivieri committee of inquiry, CAUT has established a task force on academic freedom for faculty at university-affiliated health care institutions.

James Turk, CAUT's executive director, said the experiences of Nancy Olivieri and David Healy make clear that academic freedom is a major issue for clinical faculty and researchers in university-affiliated hospitals and research centres.

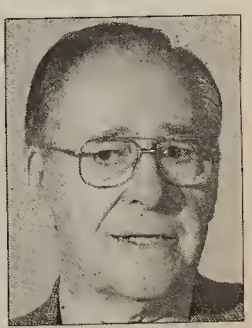
"If health researchers and teachers are not able to speak freely, to share their findings with patients and colleagues and to publish their results in scientific journals, we are all at risk."

To remedy the situation, he said, the task force will review the state of academic freedom for clinical faculty members and health researchers. As well, it will review mechanisms and procedures for dealing with violations of academic freedom at each university-affiliated health care institution.

In addition, the task force will recommend model policies on academic freedom for universities and university-affiliated health care institutions, advise how CAUT can promote academic freedom at such institutions and recommend how clinical faculty members and health researchers in affiliated institutions can be provided with effective grievance and arbitration procedures.

Dr. Philip Welch, a medical geneticist and professor of pediatrics at Dalhousie University, will chair the task force. Welch was a founding fellow of the Canadian College of Medical Geneticists and is a former vice-chair of the Dalhousie University senate, a former president of the Dalhousie Faculty Association and a former vice-president of CAUT. Welch is a consultant in medical genetics to the major Halifax hospitals and to the major hospitals in New Brunswick and P.E.I.

See CAUT TASK FORCE Page A13



Dr. Philip Welch will chair the new task force on academic freedom.

Our Universities. Our Future.

GROUPE DE TRAVAIL
Un groupe de travail examinera la situation de la liberté universitaire.
Voir à la Page A3

COMMENTARY
The corporate university thrives on alienated scholars.
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BULLETIN

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2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRÉSIDENT
Victor Catano

EXECUTIVE DIRECTOR/DIRECTEUR GÉNERAL
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LETTERS COURRIER

CAUT Resolution on the Middle East

At its spring 2002 meeting, CAUT Council adopted the following motion. – ed.

Given that a responsibility of universities is to encourage education and free and open discussion of issues of local, national and international concern, particularly in this time of America's "war on terrorism" and the intense conflict in the Middle East, CAUT urge its members to promote informed debate, safeguard the right to do so, work towards peace and be vigilant to protect those who may be targeted by prejudices aroused or apparently licensed by these conflicts.

CAUT COUNCIL
Ottawa, April 2002

Palestinians Face New Restriction to Education

Your readers may be interested to know that since publication of the commentary by Elia Zureik in the May 2002 *Bulletin*, the situation for Palestinian universities, indeed for all civilian life in the occupied Palestinian territories, has taken a turn for the worse. In his commentary, Professor Zureik noted the Israeli army has imposed tight control over the movement of Palestinians within the occupied territories, and pointed out the detrimental effect of these restrictions for the survival of Palestinian education.

The most recent development is the introduction of a "pass" system reminiscent of South Africa under apartheid. This scheme institutionalizes restrictions in place since September 2000. The West Bank is divided into eight zones with travel between them allowed only to those in possession of travel permits issued by the military administration.

It is abundantly clear that this system, once fully in place, will wreak havoc on the educational system in Palestine. It is well known that in the West Bank there is a heavy daily flow of people between towns and cities. The commuting population consists of school children and teachers, university students and faculty, merchants, government employees, and individuals in other occupations. Universities in particular draw their student bodies from all over the West Bank, and a large majority of the students and faculty are daily commuters.

The pass system is bound to create great hardship on roads which are already obstructed by multiple army checkpoints where people are held up for long periods. One can imagine what will happen to school and university schedules once soldiers start the time-consuming process of checking travel permits.

It is also expected granting of permits will not be automatic and would be denied to anyone with a "security" record with the Israeli army. In view of the thousands of students who have at one time or another spent time in Israeli jails for their opposition to the occupation, one can anticipate the pass system will deprive a large number of Palestinian students of a chance to pursue their education.

Anyone who cares about free access to education should be gravely concerned about this new development which aims at institutionalizing and "legalizing" the surveillance and control of a civilian population in pursuit of its normal activities.

LISA TARAKI
Sociology, Birzeit University, West Bank, Palestine

Article 'Historical, Factual'

I am writing to thank CAUT for the excellent article by Elia Zureik that was printed in the May issue of the *Bulletin*. "Palestinian Education in Disarray" gives us valuable information that the Canadian media has not given us so far.

The article gives Canadian academics concrete historical and factual information with which we can assess the injustice of the real situation of the Palestinian people and their demands. The Canadian academic world has said very little regarding this, in spite of our profession of academic freedom. The whole atmosphere has been vitiated by lack of knowledge and attempts to silence the dissemination of knowledge. Any real discussion on the question of Palestine is rendered impossible without this.

I am glad CAUT acted in the true spirit of academic freedom and accountability to truth and published this valuable article.

HIMANI BANNERJI
Sociology, York University

'One-Sided Political Diatribe'

In "Palestinian Education in Disarray" (Commentary, *Bulletin*, May 2002), Professor Elia Zureik describes the challenges faced by schools and universities in the Palestinian territories. The Palestinians are "painstakingly pursuing the project of nation building, with education at its core," in a heroic struggle to "maintain their grip on their land, livelihood and drive for self-determination."

Does Professor Zureik accept that Israel also has a right to self-determination? Do Israelis even have a right to life itself? Surely, at a time when, almost daily, fanatical terrorists murder innocent Israelis – both Jewish and Arab – this question cannot be shrugged aside.

If the Palestinian Authority, "which assumed responsibility for education in 1995," has left its "teachers and administrative staff [unpaid] for three or four months," who should we blame? According to Professor Zureik, we must blame Israel, certainly not the Palestinian Authority which signs the cheques!

The Israeli-Palestinian crisis is a tragic and difficult problem with ancient historical roots and worldwide implications. There has been unacceptable behaviour by all parties to the conflict. An academic journal should not distribute one-sided political diatribes such as Professor Zureik's.

DAVID JOSEPHY
Chemistry & Biochemistry, University of Guelph

Intifadas are Author of Palestine's Disarray

Elia Zureik's commentary, "Palestinian Education in Disarray" (Commentary, *Bulletin*, May 2002) is a textbook case of the mentality of a person convicted of the murder of his parents who pleads for leniency on the grounds that he is an orphan.

The statistics the author presents are accurate, but do not tell the whole story because the author does not want the whole story told. For instance, unemployment is so great among the Palestinian population almost entirely because of the *Intifadas*. Prior to 1987, hundreds of thousands of Palestinians were employed within Israel's prosperous economy and enjoying a rising standard of living.

They became unemployed because Israeli employers began, and with reason, to fear for their lives from their Palestinian employees. The jobs Palestinians filled within Israel's economy are still there – filled now by foreign workers. Peace with Israel – or even a detente – would likely reduce the Palestinian jobless rate.

Palestinian students have indeed had their educational lives disrupted. Their institutions have been largely taken over by ideologues who have seemingly more interest in pursuing war against Israel than in presenting realistic proposals for peace. Having declared this war, they have succeeded in killing the spirit of Oslo and in shooting themselves in the foot in the bargain. Peace with Israel, or even a detente, would likely give Palestinian educational institutions the stability they sorely need.

The real pity is that this publication, among others, serves as a forum for such a one-sided view of reality. If such are their spokesmen, the Palestinian people really do need our sympathy.

IRA ROBINSON
Religion, Concordia University

'Dissenting Voice' Appreciated

You deserve our appreciation for publishing Elia Zureik's article "Palestinian Education in Disarray." By allowing his dissenting voice to be heard, I am sure you will have upset the gatekeepers of orthodoxy on the Palestine Israel question.

Their resort to moral blackmail to protect Israeli tribal privileges has silenced heterodox discussion in the past, even within academic institutions nominally committed to open discourse. Their orthodoxy is long past needing exposure to the educational process, i.e., a good shaking up.

We need to remind ourselves of this, and other matters, that the infusion of universalist, humanist and democratic values is what distinguishes our endeavors from the inculcation of dogma. Palestinians are everyone's equals and the demonstrable denial of their right to equality by Israel's imposition of various colonial structures needs to be challenged intellectually and politically.

MORDECAI BRIEMBERG
Student Development, Douglas College, British Columbia

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Commentary

Pure Research Pot Needs Replenishing

By VLADO ZEMAN

THERE is something simmering beneath the surface at universities throughout this country. There are also some things that are oozing, gyrating and snap-crackle-and-popping. There are people hacking out computer codes, people focusing their microscopes, and people just plain sitting there, surrounded by heaps of paper ... thinking. It's called research -- but that's not the only thing that's simmering. It's the scientists themselves who are simmering -- that is, those of us who love "pure" science simply because we love pursuing pure knowledge.

"Applied" is the buzzword nowadays if you want some real funding, and the reasons for this, on the surface, seem to make perfect sense. Why should taxpayers fund scientific research that has no foreseeable application or profitability? Shouldn't university scientists concentrate more on teaching, given the skyrocketing tuition fees that students are doling out? Why should doubly-cohorted Ontario and the rest of Canada care about university research?

By all means, we should live in the present. But, please can we also think about the future? You can't leave it to private industry to invest in long-term future science with our dot-com, boom-bust capitalism. You can't trust politicians to care about what happens five elections down the road.

Think of scientific knowledge as a tree. The roots and trunk are the fundamental basics of pure science, from which branch out the various specialties. Branching out further we cross into applied science. Let me make this point clear -- applied science is crucial. It serves to refine the basics of what we already know and to come up with specific applications. But ultimately, only pure science can generate the seed from which scientific revolutions are spawned.

Legend has it that Sir Michael Faraday, a 19th century British scientist who is known for his groundbreaking work on electrical currents, gave the British Prime Minister of the time a tour of his laboratory. At the time, the electron had not yet been discovered, and electricity was a very abstract phenomena. "This is all very fascinating" commented the PM, "but what good is it?"

"I don't know" replied Faraday, "but I'm certain that someday, Sir, you will tax it."

Whether or not this conversation actually took place is not entirely clear. What is now indisputable, however, is that electricity has turned out to be both very applicable as well as profitable (as the people who would like to privatize Ontario's electricity know very well).

Albert Einstein, the world's most famous scientist, is the epitome of the "pure" scientist. Of his many abstract and theoretical discoveries, he won the Nobel Prize for his part in the development of quantum physics -- laws that dictate the bizarre behaviour of matter on the microscopic scale. Out of these laws came the advent of the laser, once described as "a solution searching for a problem," and now used billions of times every day performing tasks such as laser surgery, reading supermarket bar codes and playing CDs. Quantum physics also gave us modern computer chips, the world's most powerful microscope and nuclear energy (including the atomic bomb, but that's another can of worms altogether).

Incredibly huge and expensive particle accelerators have been built for the purpose of finding and studying the most obscure and elusive bits of matter, elementary particles. What was to have been the biggest and most expensive particle accelerator was partly built in Texas in the early 90s before the U.S. Congress scrapped it. We do not know how society will benefit from studying these exotic particles. We do, however, know how society has benefited from the discovery of the positron, the electron's antimatter twin. It is now routinely used to detect brain cancer using the Positron Emission Tomography (PET) Scan.

While the technological and medical advancement of the human species is by itself a strong enough reason to care about pure science, there is a deeper reason. From the very beginning there has always been something magical in all of us humans which has compelled us to explore our curiosities and to seek out our inner selves. Pure science and art are a tribute to who we are, and to who we want to be. This is why some of the older universities have a "Faculty of Arts and Science," separate from Applied Science and Engineering.

The creativity of pure science research will spawn revolutions that will one day allow us to cure all diseases, tap into oceans of clean energy and realize dreams that we cannot yet imagine. Personally, I am sure of it. But if we want to take a quantum leap into the future rather than wait for eternity, we will have to change our attitudes and funding practices towards pure scientific research. ■

Vlado Zeman is a scientist at the University of Toronto's department of chemistry.

Reprinted from, with permission of the author and publisher, *The Peterborough Examiner*, May 30, 2002.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de l'auteur et pas nécessairement celle de l'ACPPU.

B.C. Government to Disband Human Rights Commission

THE government of British Columbia introduced legislation last month that will eliminate the B.C. Human Rights Commission, the body that investigates and mediates complaints of discrimination in the province.

"This means B.C. would be the only jurisdiction in Canada, and perhaps even North America, that does not have an independent human rights commission," said Jim Sinclair, president of the B.C. Federation of Labour.

"This continues the Liberal government's full frontal attack on the rights of the poor, the disabled, women, the disadvantaged and the under-represented in our society."

Under the proposed legislation, the B.C. Human Rights Tribunal will be retained, allowing members of the public to file complaints of discrimination, but the commission, which investigates and mediates complaints, intervenes in cases before the tribunal and performs advocacy work and education will be disbanded.

Critics say without the commission, valuable education programs will be lost and complainants will have no support in cases brought before the tribunal.

Aziz Khaki of the Committee for Racial Justice told the Vancouver Sun the elimination of the commission is a step backward for human rights in the province.

The elimination of the commission is a step backward for human rights in B.C.

"Instead of going forward, instead of trying to safeguard the rights of individuals, what we are doing is we are taking away those rights," Khaki said.

Shelagh Day, editor of the Canadian Human Rights Reporter, warned that without the commission, a "huge power imbalance" will be created as complainants without legal representation will be pitted against corporate and government lawyers.

The elimination of the commission was recommended by the B.C. Business Council in a submission it made to the government earlier this year. In it, the council argued the commission should be eliminated because "it performs no useful function and is responsible for most of the undue delay and costs of the current structure."

Vancouver NDP MLA Jenny Kwan described the loss of the commission as an assault on basic human rights.

"As a last resort for people to file their complaints and have their complaints investigated through the commission, that will be gone," Kwan said.

"The Liberal government has taken away every tool virtually available to British Columbians to address issues of fundamental basic rights."

Just days before the proposed legislation was announced, the commission released its annual report, nothing that staff responded to more than 19,000 telephone and e-mail inquiries, an increase of 22 per cent over the previous year. ■

L'ACPPU crée un groupe de travail

POUR faire suite aux recommandations du comité d'enquête sur l'affaire Olivieri, l'ACPPU a créé un groupe de travail sur la liberté universitaire à l'intention des professeurs qui travaillent dans des établissements de soins affiliés à des universités.

Selon James Turk, le directeur général de l'ACPPU, il ressort clairement des affaires Nancy Olivieri et David Healy que la liberté universitaire est le principal enjeu des professeurs de clinique et des chercheurs qui travaillent dans des établissements de soins affiliés à des universités et dans des centres de recherche.

« Si les chercheurs et les professeurs dans le domaine de la santé ne peuvent pas s'exprimer librement, partager leurs conclusions avec des patients et des collègues et publier leurs résultats dans des revues scientifiques, nous sommes tous en péril ».

Dans le but de remédier à la situation, a expliqué M. Turk, le groupe de travail examinera la situation de la liberté universitaire chez les professeurs de clinique et les chercheurs dans le domaine de la santé. Il se penchera également sur des mécanismes et des procédures de traitement des cas de violation de la liberté universitaire à chaque établissement de soins de santé affilié à une université.

De plus, le groupe de travail recommandera des politiques modèles sur la liberté universitaire pour les universités et les établissements de soins affiliés à des universités, conseillera l'ACPPU sur la façon de promouvoir la liberté universitaire à ces établissements et recommandera des moyens de fournir aux professeurs de clinique et aux chercheurs dans le domaine de la santé de ces établissements des procédures efficaces de règlement des griefs et d'arbitrage.

Le Dr Philip Welch, généticien médical et professeur de pédiatrie à l'Université Dalhousie, présidera le groupe de travail. Le Dr Welch est membre fondateur du Collège canadien des généticiens médicaux et ancien vice-président du conseil d'université de l'Université Dalhousie. Il est également ex-président de la Dalhousie Faculty Association et ancien vice-président de l'ACPPU. Il est conseiller en médecine génétique pour les grands hôpitaux de Halifax, du Nouveau-Brunswick et de l'Île-du-Prince-Édouard.

« Nous sommes ravis d'avoir un professeur de clinique de la trempe du Dr Welch pour présider le groupe de travail », a déclaré le président de l'ACPPU Vic Catano. « Nous sommes en outre heureux que quatre éminents collègues l'épauleront. »

Le Dr Alan C. Jackson est neurologue et professeur de médecine à l'Université Queen's. Il est également professeur agrégé de microbiologie et d'immunologie ainsi que médecin titulaire en neurologie à l'hôpital général de Kingston. Le Dr Jackson est le trésorier de l'association des professeurs de clinique de l'université. Il siège aux comités de rédaction du Journal of NeuroVirology et du Journal canadien des sciences neurologiques ainsi qu'au conseil d'administration de l'International Society for Neurovirology.

Le Dr Gordon Guyatt est professeur aux départements d'épidémiologie clinique et de biostatistique et de médecine à l'Université McMaster. Il est épidémiologiste de clinique et exerce la médecine interne des soins secondaires en milieu hospitalier. Après sa nomination à la direction du programme de résidents de médecine interne de l'Université McMaster, le Dr Guyatt a mis en place un processus qui a mené à l'adoption d'une politique interdisant aux sociétés pharmaceutiques d'avoir accès aux résidents dans le cadre de leur programme et d'autres activités connexes. Il a publié plus de 400 articles dans des revues scientifiques jugées par des pairs.

La Dre Carol E. Cass est professeure et directrice du département d'oncologie. Elle est titulaire de la chaire d'oncologie dans le cadre du programme de chaires du Canada et est professeure de biochimie à l'Université de l'Alberta. Elle est directrice adjointe de la recherche au Cross Cancer Institute. Elle a déjà été présidente de la Société canadienne de biologie cellulaire et moléculaire et est membre fondatrice de l'exécutif de la Société canadienne de biochimie, biologie moléculaire et cellulaire. La Dre Cass siège au conseil consultatif médical de la Gairdner Foundation, au comité de sélection du Temple de la renommée médicale canadien et au conseil consultatif de l'Institut du cancer des Instituts de recherche en santé du Canada.

Le Dr Derryck Smith est psychiatre en chef, directeur du département de psychiatrie et directeur médical des programmes en santé mentale du Children's and Women's Health Centre de la Colombie-Britannique. Il est directeur de la division de pédopsychiatrie à l'Université de la Colombie-Britannique et est psychiatre de clinique régional pour les programmes sur les enfants et les jeunes du Vancouver/Richmond Health Board. Le Dr Smith est président de la Clinical Faculty Association de l'Université de la Colombie-Britannique. ■

Hijacked for Propaganda

I write to protest use of the CAUT *Bulletin* as conduit for the delivery of a completely one-sided anti-Israel screed, "Palestinian Education in Disarray," (Commentary, *Bulletin*, May 2002).

Readers will not be enlightened by outrageous propaganda, "The Palestinians have been painstakingly pursuing the project of nation building with education at its core" unaccompanied by equal time for such trivialities as the Palestinian's consistent and premeditated program of terror bombings, targeting women and children, the Palestinian Authority's well-recognized human rights violations and corruption, victimizing its own people, and the Palestinian Authority's rejection, without a counteroffer, of the Camp David peace offer made by the Israelis.

CAUT may be unaware when it is hijacked to serve propaganda ends that are completely outside of its purview, but to the CAUT members who finance this organization, it is all too clear.

WILLIAM FISHER
Psychology, Obstetrics & Gynaecology, University of Western Ontario

Suitably Authored

I wish to congratulate CAUT for running the article by Elia Zureik on education in Palestine. Zureik has long experience of on-the-ground realities in Palestine and his special concern for education in Palestine makes him admirably suited to write such a review.

No doubt you will get "backlash" from those who are dissatisfied with any bad news coming from Palestine, especially those who think Israel has Palestine's best interests (including education) at heart.

The main thrust of Israel's operations in the West Bank and Gaza is to deny the Palestinians their societal structure, infrastructure, education, business opportunities and anything else that might enhance the possibility of a Palestinian state. It is a sad and heart-wrenching affair.

No doubt it is not the wish of most Israelis that things should be as they are, but almost certainly the plan of power-hungry individuals in the Israeli government and military who appear willing to stop at nothing until Palestine is, quite literally, gone.

A.K. DEWDNEY
Computer Science, University of Waterloo

Palestinian Commentary Sparks Anger, Disgust

I was disgusted and appalled when I read "Palestinian Education in Disarray" (Commentary, *Bulletin*, May 2002). First, I do not believe the *Bulletin* is an appropriate forum for discussing one side of the controversial topic of Middle East politics. Second, this article is completely one-sided, biased and full of misinformation and half-truths pertaining to the education system in Israel.

Specifically, the article is plagued by omissions of important information. First, the author fails to mention that Israeli Arabs are by far the best educated in the Middle East. How can there be no discussion comparing their situation to those in arab countries?

Second, although the author mentions the universities in the West Bank, he fails to mention that Israel built the universities there in the first place, specifically in order to increase the education level of the Palestinians living there. No arab countries contributed to the cost.

Furthermore, European countries might have made contributions to the Palestinian Authority for education, but most of the money did not make it to the education system. It went to the personal funds of the members of the corrupt PA. Although the news media has clearly shown this to be true, the author overlooks this. He states, "The Palestinians have been painstakingly pursuing the project of nation building, with education at its core." What is this information based on?

The PA did manage to continue its campaign of teaching from anti-Semitic textbooks – the likes of which have not been seen since Nazi Germany – a fact the author has completely and dangerously denied based on misinformation. He also says Israel murdered and displaced 18,000 Lebanese in the 1982 invasion. This is total fiction.

In summary, this article is not only offensive but dangerous as it can lead to both anti-Israel feelings and anti-Semitism. It is the responsibility of the editors to bring forward a counter article with true facts about the situation in Israel. Otherwise, CAUT will be known as a forum for the dissemination of Palestinian propaganda.

TAL ARBEL
Electrical & Computer Engineering, McGill University

Article Is Courageous Revelation

I am writing to express my admiration for CAUT's willingness to publish Elia Zureik's courageous article on the obstacles facing Palestinian education.

As an Israeli citizen, I am aware of the restrictions imposed on Palestinian students and educators by my government and the military authorities. It is vital that members of educational associations such as CAUT learn of the difficulties their Palestinian colleagues face.

For sure, Israel has legitimate security concerns. It has been my experience, however, that Israeli military and political authorities are often willing to impose unnecessarily draconian penalties in the name of state security. This is especially true in the case of Palestinian educational institutions, which have been all but incapacitated by Israeli measures during the late 1980s and 1990s. Palestinians cannot vote or gain easy access to the Israeli media. Therefore, they are far more vulnerable than Israeli citizens to excessive state intervention in their lives.

Although the difficulties Palestinian educators and students face are often common knowledge among European academics, information on Israeli policies is less widely disseminated in North America. I am delighted CAUT saw fit to print Professor Zureik's article, as it is testimony to your independence and commitment to encouraging freedom of expression. Bravo!

I recently moved to Montreal to take up a Canada Research Chair at McGill University. By publishing Professor Zureik's article, CAUT has made me very proud to be a member of the Canadian academic community.

Thank you.

JAMES RON
Canada Research Chair in Conflict & Human Rights
Sociology, McGill University

Zureik's Account 'Illuminating'

CAUT should be commended for printing Elia Zureik's *illuminating* account of the myths and realities of the sorry state of higher education, indeed of education generally, for Palestinians subject to official Israeli government policies of Jewish domination and colonization.

Israeli domination of the indigenous Muslim and Christian Arabs, and Israeli colonization of all of Palestine, remain the core of the Israeli-Palestinian conflict. As long as the Israeli political leadership and its domestic and foreign supporters reject a politics of equality and inclusion (and therefore of decolonization) life prospects for Palestinian citizens of Israel, no matter what its borders, and the kind of education which helps to determine them, will continue to be inferior to those for Jews.

For Palestinians subjected to a military occupation facilitating the intensification and expansion of colonization, life prospects will be determined largely by the logic of repression and in one form or another, expulsion and coerced emigration. That "logic" is the logic of state and sub-state terror, of brutality and violent resistance.

Professor Zureik did not elaborate on that logic. He did not stress as he could have, the emotional and cognitive effects of the Israel Defense Forces' violence against Palestinian children during the first *Intifada*, the scale of that violence, and its impact on the current state of education in the occupied territories. Nor did he dwell on the IDF's use of torture, detentions without charge, and physical assaults on students and faculty, on elementary and high school pupils and teachers, or subjection to settler vigilantism and terror.

These are precisely what one should expect from a conqueror bent on colonization of the conquered territory. Resistance, violent and passive, is also exactly what one would expect from their victims.

Just as there were American whites who opposed segregation, and South African whites who rejected apartheid, there are Israelis who espouse a politics of equality and recognition both as a matter of principle and as the only effective strategy for Israeli Arab coexistence in the Middle East. True to our widely shared liberal values, most Canadian academics would endorse that vision if they understood what its rejection has meant in practice for Palestinians now and for the past 54 years.

Professor Zureik and the *Bulletin* have provided critical information which allows us to focus on the underlying issues – a politics of equality and recognition, or a politics of domination, repression and exclusion.

JAMES A. GRAFF
Philosophy, University of Toronto

Thanks for 'Human Face'

Thank you for putting a human face on the damage done to Palestinian education as a result of Israel's continuing military interventions in the occupied territories.

Elia Zureik's article is a poignant reminder of the difficult and dehumanizing conditions in which our Palestinian colleagues struggle to carry out their crucial work of intellectual research and education. I commend you for providing space for a perspective that is too often ignored.

DAVID McNALLY
Political Science, York University

Commentary Author Replies

In response to my critics, let me say this. The sources I cited speak for themselves. I am always willing to engage people who disagree with me. But this does not mean one has to yield to unsupported and outrageous claims whose purpose is to silence people who do not agree with the accepted dogma of the day. The accusations of the above writers will not whitewash the horrors that the Sharon government and its supporters are visiting upon the Palestinians.

I have no hesitation in saying and repeating what I have said in the *Bulletin*. I have done so in Israeli fora during my appearances at Israeli universities. The reception there is substantially more civil and engaging, compared to the venomous attacks one has to put up with from self-appointed truth police.

ELIA ZUREIK
Sociology, Queen's University

Résolution de l'ACPPU sur le Moyen-Orient

À sa réunion du printemps 2002, le Conseil de l'ACPPU a adopté la motion suivante. – la rédaction

Étant donné qu'il revient aux universités d'encourager l'éducation ainsi que le débat libre et honnête des questions d'intérêt local, national et international, en particulier en cette époque où l'Amérique s'est engagée dans la guerre contre le terrorisme et où le Moyen-Orient est au centre d'un conflit intense, l'ACPPU demande instamment à ses membres de promouvoir un débat éclairé, de préserver le droit de le faire, de travailler pour la paix et de faire preuve de prudence afin de protéger les personnes qui peuvent être la cible de préjugés que ces conflits font naître ou semblent sanctionner.

CONSEIL DE L'ACPPU
Ottawa, avril 2002

CUFA/BC Clarifies Position on Private Institutions

Although your article "B.C. OKs Plan for Private Universities" (*Bulletin*, May 2002) correctly quotes a letter from Darwyn Coxson, president of the Confederation of University Faculty Associations of B.C., regarding the new, private, degree-granting legislation in British Columbia, neither the letter nor the story fully articulates the CUFA/BC position.

CUFA/BC has repeatedly told government there is no need for private, degree-granting institutions in B.C. Unmet demand for degree-level programs could be fulfilled by existing public universities and university colleges if government were to provide the necessary funding to do so. Unfortunately, neither the previous NDP government nor the current Liberal government saw the wisdom of shutting down private, degree-granting institutions in favour of the public option.

The current government decided to go a step further and introduce legislation to specifically allow private, degree-granting institutions to operate in the province. Until this point, private institutions were operating in the province through a loophole that permitted them to grant non-B.C. degrees with nominal oversight.

It is in this context that CUFA/BC commended the government for cleaning up the current mess and committing to a quality assurance process to ensure private institutions are offering students high quality programs. But there remain many details of the quality assurance process to be worked out, and CUFA/BC has volunteered to work with government to ensure the public interest is protected.

Although we would have preferred the government not to take this route, they have done so and CUFA/BC is working to ensure British Columbians are protected from fly-by-night and shoddy programs.

ROBERT CLIFT
Executive Director, CUFA/BC

More LETTERS Page A7

United States Pushes to Open World Markets for Education Services

THE United States government says it will be more aggressive in getting higher education services covered by the controversial General Agreement on Trade in Services.

With talks aimed at expanding the agreement already underway at the World Trade Organization, representatives of the Bush administration speaking at a conference on trade in educational services in Washington last month indicated greater trade liberalization in the sector is becoming a critical component of the country's international agenda.

"Greater trade in education services boosts America's balance of trade and promotes peace," Douglas Baker, deputy assistant secretary with the Department of Commerce told the conference sponsored by the Organization for Economic Cooperation and Development and the U.S. Department of Commerce. "Our goal is to create the conditions for international competition in education services with minimal government intervention."

The American government says a number of countries have barriers in place restricting international trade in education. According to U.S. negotiators, such barriers include laws recognizing post-secondary education as a product of the state and not a "proprietary function," policies that restrict market access to foreign education providers, restrictions on foreign ownership of universities and colleges and legislation that prevents or limits the accreditation of foreign education providers.

Higher education exists to serve the public interest. It's not a 'commodity.'

Joseph Popovitch, assistant U.S. Trade Representative said the U.S. wants these barriers to trade eliminated through the agreement, and claimed this poses no risk to a country's higher education system.

"Existing commitments in education and training under the GATS are small in number, and thus the U.S. will be striving to obtain more commitments from fellow WTO member nations," Popovitch said.

"While there are a lot of fears being expressed that this would mean the WTO would dictate education policy, the reality is there is great flexibility within the agreement allowing nations to maintain the right to regulate this sector."

Nevertheless, critics worry that including education services in the agreement could have serious implications on the quality and character of post-secondary education.

"I have some real concerns about the GATS," said David Ward, president of the American Council on Education. "I see a lot of risks and I just don't see any insurmountable obstacles standing in the way of international education."

Last year the council, along with the European University Association, the Association of Universities and Colleges of Canada and the Council for Higher Education Accreditation issued a joint statement urging their respective countries not to make any commitments in education under the agreement.

"Higher education exists to serve the public interest and is not a 'commodity'," the statement said. "Given this public mandate, authority to regulate higher education must remain in the hands of competent bodies as designated by any given country. Nothing in international trade agreements should restrict or limit this authority in any way."

Donald Johnston, secretary-general of the OECD, dismissed criticisms.

"The inclusion of education in the GATS has generated a heated policy debate, but the criticisms have been founded on misinterpretation and over-interpretation," Johnston said.

"A variety of claims are being made that GATS is a threat to public services like education because it forces governments to privatize. In fact, GATS rules do not dictate policy for the public sector. Countries are free to decide for themselves what services they want provided publicly and they are free to regulate."

However, Canadian trade analysts Scott Sinclair and Jim Grieshaber-Otto say Johnston and other proponents of trade liberalization are guilty of their own misinterpretation of the agreement.

"The GATS creates legally enforceable rights that foreign governments can invoke on behalf of their commercial service providers," Sinclair and Grieshaber-Otto concluded in a recently published study of the debate over GATS. "This threat can reasonably be expected to steadily erode the public, not-for-profit provision of essential services such as health, education and water. The biggest threat to public services in the GATS is that it legally entrenches their commercialization wherever foreign, for-profit providers get a foothold."

CAUT president Vic Catano says he is troubled the U.S. government is pushing ahead with plans to bring education services to the GATS negotiating table in spite of opposition from American colleges and universities.

"We have to make sure the U.S. does not win commitments from Canada on education services," Catano said. "The risks of including education in the GATS are just too significant to ignore." ■

Traduction française à la page AI3.

Education Community Objects to Private Copying Tariff

MEMORIAL University biology professor Ian Jones has nothing personal against Brittany Spears, her recording company, or the thousands of fans who make home copies of her music. He just resents having to subsidize their symbiotic relationship.

In his work on seabirds, Jones makes extensive use of blank compact discs to store and distribute photographic images and statistical data. Whenever he buys a disc, $0.21 of the purchase price is forwarded to a collective society of music industry groups known as the Canadian Private Copying Collective.

The levy, provided under the Copyright Act and officially called the "private copying tariff," is meant to compensate the recording industry for lost sales arising from the private copying of music.

"The difficulty with the tariff is that it applies indiscriminately to virtually all purchasers of blank recording media, regardless of whether the end use is to burn copies of top-40 hits or to map the human genome," Jones said.

For example, a single astronomical image can fill half a CD, and educational institutions say the cost the tariff is adding to teaching and research is significant.

As a result the academic community is mobilizing against the levy. When it was first announced in December 2000, universities argued for special treatment and were partially successful in their effort. A "zero-rate" was obtained on audio cassettes, but not on other forms of recording media such as compact discs, DVDs or memory cards.

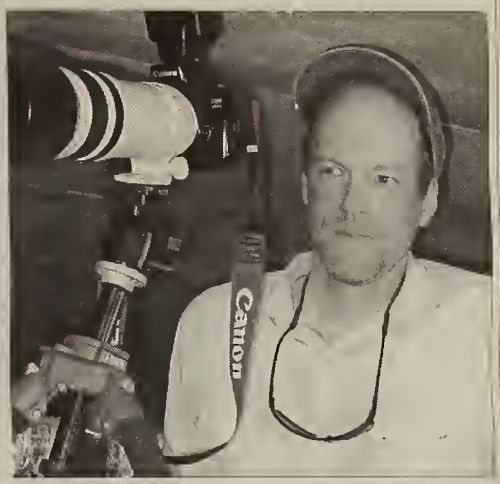


Photo shoot — Ian Jones is assistant professor & associate chair of the Atlantic Cooperative Wildlife Ecology Research Network, at the department of biology, Memorial University of Newfoundland.

On Feb. 11, 2002 the CPCC filed proposed levies to be collected for 2003 and 2004 with the Copyright Board, the tribunal that sets the tariff and oversees its administration.

CAUT, the Association of Universities and Colleges of Canada, the Council of Ministers of Education, Canada, along with many other educational organizations filed objections to the proposed tariffs calling for an expansion of the "zero-rating program."

The academic community is hoping for levy-free purchases, especially considering the CPCC is requesting almost 300 per cent increases on some of its levies on private copying. The proposed levy for a recordable or rewritable compact disc is $0.59.

The education community has a strong argument to make, said legal counsel for CMEC, Wanda Noel, "the logical reasoning indicating that a zero-rate is appropriate for cassettes applies equally well to compact discs. It's that simple." ■

The Copyright Board will hear arguments at a hearing in October 2002.

Information on the private copying tariffs can be viewed at www.cb-cda.gc.ca/tariffs/proposed/c09032002-b.pdf.

Opposition au tarif pour la copie privée

IAN Jones, professeur de biologie à l'Université Memorial, n'a personnellement rien contre Brittany Spears, sa maison de disque ou les milliers d'admirateurs qui reproduisent sa musique à domicile. Il n'accepte tout simplement pas de devoir subventionner leurs relations symbiotiques.

Dans ses travaux sur les oiseaux marins, M. Jones utilise énormément de disques compacts vierges pour emmagasiner et distribuer des photographies et des statistiques. Chaque fois qu'il achète un disque, la somme de 0,21 $ est perçue sur le prix d'achat et est ensuite versée à la Société canadienne de perception de la copie privée (SCPCP), une société réunissant des groupes de l'industrie de la musique.

La perception de cette somme, prévue par la *Loi sur le droit d'auteur*, et qui s'appelle officiellement le « tarif pour la copie privée », vise à dédommager l'industrie de l'enregistrement sonore pour les pertes de vente dues à la copie privée de la musique.

« Le tarif s'applique indifféremment à pratiquement tous les acheteurs de supports audio vierges, que ce soit pour graver des exemplaires des 40 meilleures chansons ou pour tracer la carte du génome humain, et c'est là que se situe le problème », a expliqué M. Jones.

Ainsi, une seule image astronomique peut remplir la moitié d'un disque compact. Selon les établissements d'enseignement, le coût que le tarif ajoute à l'enseignement et à la recherche est considérable.

En conséquence, le milieu universitaire a décidé de se mobiliser contre le tarif des redevances. Lorsque celui-ci a été annoncé en décembre 2000, les universités ont revendiqué un traitement spécial et ont partiellement réussi à l'obtenir. Une exonération a été décrétée pour les cassettes audio mais pas pour d'autres supports audio comme les disques compacts, les DVD ou les cartes mémoires.

Le 11 février 2002, la SCPCP a déposé un projet de tarif de redevances à percevoir pour 2003 et 2004 auprès de la Commission du droit d'auteur, le tribunal qui fixe les tarifs et surveille leur administration. L'ACPPU, l'Association des universités et collèges du Canada, le Conseil des ministres de l'Éducation, Canada, ainsi que de nombreux autres organismes se sont opposés au projet de tarifs et ont demandé un élargissement du régime d'exonération.

La collectivité universitaire souhaite une exemption au paiement de la redevance sur les achats, compte tenu surtout que la SCPCP demande une hausse de presque 300 p. 100 de certaines des redevances pour la copie privée. La redevance proposée pour un disque compact enregistrable ou réinscriptible est de 0,59 $.

Le milieu de l'éducation a des arguments solides à présenter, a dit la conseillère juridique du CMEC, Wanda Noel. « Selon le raisonnement logique, si une exonération est suffisante pour les cassettes audio, elle l'est tout autant pour les disques compacts. C'est aussi simple que ça. » ■

La Commission du droit d'auteur entendra les arguments lors des audiences d'octobre 2002.

On peut s'informer sur les tarifs des redevances pour les copies privées à l'adresse : www.cb-cda.gc.ca/tariffs/proposed/c09032002-b.pdf.

B.C. Approves Strangway U.

THE British Columbia legislature has passed the Sea to Sky University Act, giving the go-ahead to David Strangway, president and CEO of the Canada Foundation for Innovation, to establish a private university in the town of Squamish.

The legislation, introduced last month as a private member's bill, gives SSU the right to grant degrees, diplomas and certificates at the undergraduate and graduate level. It follows the recent passage of the Degree Authorization Act, which allows private, for-profit and not-for-profit organizations to apply to grant B.C. degrees.

Strangway, former president of the University of British Columbia, told the Vancouver Sun the SSU Act means his university is now a reality and can begin building partnership agreements with other universities in Canada and abroad.

"It establishes us as a formal entity," Strangway said. "It allows us to go for charitable status. It lays out the governance structure, what the board structure is going to be. It's no longer a proposal. We exist as a university."

After seeing his proposal placed on hold when the NDP was in power, Strangway was quick to heap praise on the current Liberal government. "My project team members and I sincerely thank Premier Gordon Campbell and his government for their confidence in our ability to establish and operate a self-sustaining and progressive university that will contribute to the development of our leaders of tomorrow," he said.

When it opens its doors in 2004, SSU will be home to between 100 and 400 students. There are also plans to include a 960-unit university "village" of commercial and residential buildings on donated land around the campus, portions of which will be sold off to raise funds and generate an endowment. Tuition is anticipated to be about $25,000 per year.

While Strangway insists his project will be completely self-financing, opponents say taxpayers will pay a big price.

CAUT president Vic Catano pointed out the B.C. government has exempted the private university from paying property tax and given the District of Squamish the right to provide assistance to the university "despite any prohibition in the Local Government Act that might otherwise apply."

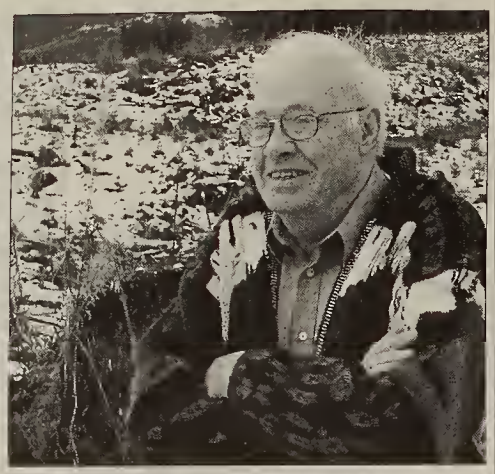


PHOTO: VANCOUVER SUN/MARK VAN MANEN

David Strangway looks out over proposed site at Squamish.

Catano said the donated land will generate a tax receipt worth "likely millions of dollars of foregone income tax."

He said SSU students will be eligible for publicly provided student loans and grants and its faculty will apply for research grants from government granting agencies.

"After freezing funding for colleges and universities, the province of B.C. is now indirectly offering large sums of public money to this private university," Catano said. "This is unacceptable."

Robert Clift, executive director of the Confederation of University Faculty Associations of B.C., agreed, predicting SSU will seek significant public funding in the future.

"The question is: Does this university really exist as a private institution or is it some sort of quasi-public institution? There appears to be some confusion about whether SSU would have some sort of claim on public funding in the future," Clift said.

"Given that we already have a limited pie for publicly funding universities, is Strangway going to find a way to muscle in on this?"

Cindy Oliver, president-elect of the College Institute Educators' Association of B.C., also criticized the government's actions.

"I'm very concerned the provincial government appears to be rushing ahead with privatizing post-secondary education," Oliver said. "British Columbians have been denied any input into the government's approval of a new private university and what amounts to a new public policy direction."

Catano noted another concern: the university will have no senate.

"The legislation makes the creation of an 'academic council' optional. Should the council be set up, it would be appointed by the university's board and its role would be limited to consulting with the president. Under the legislation, it would only have powers the president was willing to delegate to it." ■

Acadia Charged with Unfair Labour Practice

ACADIA University Faculty Association has filed an unfair labour practice complaint against the university, for violating the freeze provisions of the Trade Union Act by refusing to appoint part-time faculty for the fall and winter terms.

AUFA certified a new unit of contract academic staff in the spring of 2001 and is in the process of negotiating a first contract. The faculty association applied for a conciliator in April when talks between the association and the university broke down.

Part-time faculty are normally hired in the spring to teach in the fall and winter. This year the university has imposed a hiring freeze.

In its letter of complaint to the Nova Scotia Labour Relations Board, the faculty association wrote, "AUFA has not and will not consent to the alteration in the business practice of employment of part-time instructors." Under the Act, an employer cannot alter working conditions or change employment practices while first contract negotiations are underway.

"If we hadn't been negotiating, the university would have gone ahead and hired part-timers as usual," said AUFA president Soren Bondrup-Nielsen. "What disturbs us is not the breakdown in negotiations — there is a legal process, and we're following it. But this refusal to hire seems to be little more than a power game."

A conciliator has been appointed and will meet with the two sides on June 27. Outstanding issues include compensation and benefits, the recognition of previous teaching experience in hiring procedures and access to office space and computer equipment. ■

La liberté d'expression

LA restriction de la liberté d'expression dans le milieu universitaire et les mèdias fera l'objet d'une conférence nationale organisée par l'ACPPU et qui aura lieu du 1er au 3 novembre au Château Laurier, à Ottawa. Le plus grand syndicat de travailleurs de l'information, le Syndicat Canadien des communications, de l'énergie et du papier, coparrainera la conférence.

Les universitaires et les journalistes, qui font preuve du même dévouement envers la découverte, l'approfondissement et la publication libres de l'information et des idées, font valoir depuis longtemps que la quête absolue de la connaissance est capitale pour l'intérêt public.

« Des pressions compromettent les idéaux de la liberté universitaire et de l'indépendance journalistique », a déclaré le président de l'ACPPU, Vic Catano. « Les universitaires et les journalistes, dont l'indépendance est sanctionnée depuis longtemps, sont de plus en plus bâillonnés par de nouvelles pressions commerciales. »

M. Catano a ajouté, en guise de mise en garde, que les politiques des gouvernements bafouaient la libre expression. « Les gouvernements adoptent des mesures législatives radicales qui peuvent menacer les libertés civiles et menotter les chercheurs et les journalistes tout en se retirant du champ législatif pour protéger l'intérêt public. »

David Robinson, directeur général associé de l'ACPPU pour la politique officielle et les communications et organisateur de la conférence, a expliqué que la conférence visait à étudier ces nouveaux phénomènes et à commencer à élaborer une réponse commune aux intérêts que partagent les journalistes et les universitaires. ■

Les renseignements sur la conférence seront affichés sur le site www.caut.ca vers la fin de juin.

Débat au sujet du droit d'auteur

LES consultations du gouvernement fédéral sur le droit d'auteur ont culminé le 11 avril en une séance d'une journée, à Ottawa, sur des dispositions législatives proposées pour modifier la loi sur le droit d'auteur. Le forum, qui a réuni plus de 100 personnes et groupes, s'inscrivait dans le cadre d'une série de réunions pancanadiennes organisées par les ministères fédéraux de l'industrie et du Patrimoine. Offerte à la suite de diverses propositions controversées, la consultation a permis aux secteurs de l'éducation et des bibliothèques notamment de faire part de façon précise de leurs points de vue aux représentants des ministères.

« Nos préoccupations convergent toutes vers l'accès à l'information, à l'accès aux connaissances », a déclaré Ken Field, président du groupe de travail de l'ACPPU sur la propriété intellectuelle. « Les sociétés exercent énormément de pression pour se débarrasser du domaine public, pour mettre un terme au carrefour d'information, pour chiffrer chaque fait de l'existence. Nous ne pouvons laisser faire une chose pareille. »

Parmi les projets qu'il a avancés, le gouvernement prévoit rendre illégal le décodage de l'information numérique cryptée même si la personne ou l'établissement a légalement le droit d'accéder à l'œuvre à des fins de préservation d'archives ou pour son utilisation équitable.

Selon M. Field, le projet du gouvernement d'apporter rapidement ses modifications s'est heurté à des protestations inattendues. « Par le passé, la population ne réagissait pratiquement pas aux questions de droit d'auteur. Cette fois, par contre, plus de 500 mémoires ont été soumis à ce jour et la vaste majorité s'oppose aux propositions des ministères faisant le jeu des entreprises. C'est du jamais vu. »

La dernière réunion de consultation a eu lieu le 29 avril à Edmonton. Les ministères devraient maintenant rendre public un rapport sur les mémoires qu'ils ont reçus. « Après avoir entendu la façon de penser de la population canadienne, il leur serait très gênant de poursuivre sur la même lancée », a conclu M. Field. ■

Le mémoire de l'ACPPU sur la réforme du droit d'auteur peut être consulté sur le site www.caut.ca/francais/enjeux/droit_dauteur/.

Traduit de l'article « Copyright Talks Conclude » (*Bulletin* de l'ACPPU, mai 2002).

Curbing Free Expression

THE curbing of free expression in academia and the media will be the subject of a national conference sponsored by CAUT Nov. 1–3 at the Chateau Laurier Hotel in Ottawa. The conference will be cosponsored by Canada's largest union of media workers, the Communications, Energy and Paperworkers Union of Canada.

Sharing a common dedication to the free discovery, development and publication of information and ideas, academics and journalists have long argued the unfettered pursuit of knowledge is vital to the public interest.

"The ideals of both academic freedom and journalistic independence are being compromised by a number of forces," said CAUT president Vic Catano. "Academics and journalists, whose independence has long been sanctioned, find themselves increasingly constrained by new commercial pressures."

Catano also warned government policy tramples free expression. "Governments have introduced sweeping legislation that can threaten civil liberties and handcuff researchers and journalists, while at the same time withdrawing from the field of legislation in protection of public interest."

David Robinson, CAUT's associate executive director for policy and communications and conference organizer, said the purpose of the conference is to explore these developments and to begin to build a common response to shared interests between journalists and academics. ■

Conference details will be available at www.caut.ca in late June.

Letters

Poor Pay for Sessionals

I would like to add to Patrick Grassick's excellent article "A Few Thoughts About Sessionals" (Commentary, *Bulletin*, May 2002).

In September 2001 after having worked part-time since 1998 in the Quebec CEGEP system, I entered the Ontario university system as a "sessional." In spite of having substantially more academic credentials and teaching experience than when I started in the CEGEP system, my salary was considerably less. Comparing courses of roughly similar duration, the pay offered at the Ontario universities represented a drop of 31–48 per cent in my pay during my last year at John Abbott College.

Just how badly paid are sessionals? In the Ottawa area I rotate between three universities. The value of each one of my 2001–2002 contracts (based on one course per term) is as follows: University of Ottawa: $4,257, Carleton University: $4,056, and Saint Paul University: $3,276. Not covered is course preparation, setting and marking assignments, exams, office hours for students and participating in meetings. Given all the other responsibilities associated with a university career (research, writing, presenting at conferences) the sessional hourly rate comes out to slightly better than delivering newspapers.

It would be useful to have a gender breakdown of sessional employment on a province-wide and national basis. I suspect, based on the trends demonstrated in the status of women supplement (*Bulletin*, October 2001), sessionals would be highly female-dominated, even more so than that shown for lecturers (503 women vs. 369 men). Not only are these women getting paid substantially less for doing the same job as their male, tenured counterparts, they are also missing many years of being able to pay into a pension plan.

Clearly, the universities are taking their own monetary problems out on their weakest members. The obvious solution is to pay sessionals the same prorated salary as full-time professors. If this would happen, we would see more and more sessional workloads converted into permanent positions as universities scramble to retain proven, competent and reliable instructors. But it will only happen if full-time professors see that this is as much to their benefit as in the interests of sessionals.

JANET TULLOCH
Religious Studies, Ottawa

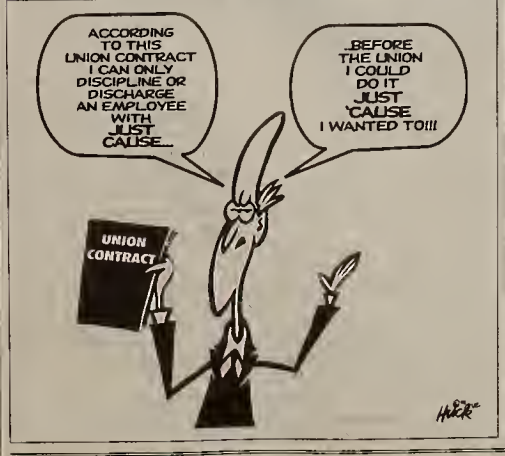
Homework!

Beating the Odds

Three knights are told by their king that, in recognition of their services in rescuing his beautiful daughter from a fierce dragon, he will give them a chance to win a great fortune. He tells them he will seat them in a circle, and place on the head of each a hat that is either red or green. Each of them will be able to see the hats of the others, but not his own hat. Each will be asked either to guess the colour of his own hat or keep silent, but at least one of them must take a guess. If all those who speak guess correctly, then all three will receive a fortune. Otherwise, they receive nothing.

Of course, he set some rules. Beforehand, the knights are permitted to discuss what strategy they will use. However, once they are seated in a circle, there must be no further communication of any kind among them. You might think the best they can manage is to have an even chance of winning the fortune (by, for example, having a particular one take a guess). But they can in fact increase the odds in their favour. How?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.


ACCORDING TO THIS UNION CONTRACT I CAN ONLY DISCIPLINE OR DISCHARGE AN EMPLOYEE WITH JUST CAUSE...
...BEFORE THE UNION I COULD DO IT JUST 'CAUSE I WANTED TO!!!
UNION CONTRACT

— CARTOON, OCAUL 951029 —

Cape Breton President Resigns

UNIVERSITY College of Cape Breton president Jacquelyn Scott tendered her resignation May 14, informing the board of governors she would be stepping down June 30, to return to faculty.

Scott began holidays and a paid leave May 17. She had been president and vice-chancellor since 1993.

Her resignation came the same day governors approved a revised budget, and three weeks after they defeated the budget she initially proposed, which included extensive program and staff cuts.

The new budget eliminates 36 positions, down from nearly 50 in the original budget, and includes a 5.9 per cent tuition increase for students.

UCCB faculty association president Allen Britten, who campaigned fiercely against the original budget also voted against the revised budget because it "didn't go far enough," but allows "the new budget is an improvement.

"We worked hard to get this change. I think we achieved something."

Britten said students played an important role in the revision of the budget.

During almost 10 years of Scott's presidency relations were strained.

"The students' union at UCCB was very committed to teaching, was very strong at the board level and very supportive of the faculty's position," Britten said. "We appreciate their support."

The next challenge will be the new round of contract negotiations between the university and its faculty members. During almost 10 years of Scott's presidency, relations between staff and administrators have been strained at UCCB.

"Our first collective agreement was signed in March 2000 after a 35-day strike," Britten said.

Chief financial officer Gordon MacInnis, one of the architects of the approved budget, has been appointed by the board as interim president. He will represent the administration as it heads into bargaining with the association.

Referring to meetings with MacInnis, Britten said communications have been "open and collegial.

"Gordon MacInnis will be a good person to have across the table as we go into negotiations."

In the meantime, a search committee, including faculty and student representatives, is looking for a new president of UCCB. ■

Immigration Canada Grants Ethiopian Refugee Landed Immigrant Status

FOUR years after fleeing to Canada and seeking refugee status with CAUT's assistance, former Ethiopian Teachers' Association acting general secretary Mulatu Mekonnen has received his landed immigrant papers.

"It has been a terrible experience for Mulatu," said former CAUT president Bill Graham who met Mekonnen at an Educational International higher education conference in Budapest in 1998 and alerted CAUT to the mortal danger Mekonnen faced if he returned home.

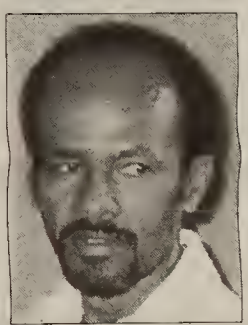
"With the unquestioned danger Mekonnen faced in Ethiopia as a leader of the country's largest union, I am amazed at the difficulties he has faced at the hands of Canadian Immigration authorities," Graham said.

"Fortunately CAUT was able to assist Mekonnen with legal services and financial support to see him through his ordeal. I cannot imagine what happens to refugees who do not have that kind of support."

Mekonnen fled Ethiopia after he was threatened with death if he criticized the government's education policy at the EI meetings. This is a threat he took seriously since other members of the ETA's executive had been murdered, and the association's president had been jailed on trumped up charges.

Since coming to Canada, Mekonnen has completed further graduate work at the University of Toronto's Ontario Institute for Studies in Education and found employment as a teacher in Ontario. But he was prevented from working for more than two years because of delays in the immigration process.

At the same time CAUT received the good news about Mekonnen, it also learned the president of the Ethiopian Teachers' Association had been released after spending six years of a lengthy prison term in the central prison of Addis Ababa, the capital of Ethiopia.



ETA president Taye Woldesemayat was released May 14 after the Ethiopian Supreme Court ruled he had been wrongfully charged.

Taye Woldesemayat was a professor of political science at Addis Ababa University until authorities summarily dismissed him in 1992. He was arrested and thrown in jail in 1996 when he returned from an Education International meeting.

Woldesemayat was detained for two months before charges were laid and remained in detention for three years before being brought to trial. Court proceedings against him, which EI claimed "breached international standards for fair trial," ended in June 1999 with his conviction and sentence to 15 years imprisonment on conspiracy charges.

Education International, Amnesty International, the World Organization Against Torture, the International Confederation of Free Trade Unions along with many other human rights groups and scientific societies protested Woldesemayat's imprisonment and campaigned vigorously for his release, saying he had been jailed on fabricated charges in an effort to silence his dissenting views regarding the government's education policies.

Woldesemayat was an outspoken critic of government policy to decentralize Ethiopia's educational system and a longtime activist for improvements in teachers' working conditions. Deemed an Amnesty International prisoner of conscience, Education International honoured him in 1998 with its Human Rights Award and in 2001 Amnesty International took up his case as a "special focus case."

Last month, Ethiopia's Supreme Court ruled Woldesemayat had been charged under the wrong article of the constitution and ordered his release.

Since the early 1990s the Ethiopian Teachers' Association has been the subject of government harassment and persecution. Criticism of government policy in education and demands for improved conditions for teachers were enough to bring the wrath of the government on ETA.

The strategy to crush ETA began with the seizure of its regional offices, freezing of its bank account and pension fund, dismissing union members from their teaching posts and establishing a rival pro-government teachers' union with the name of the original union. When this did not work, the campaign was stepped up with increasing arrests and harassment of ETA activists.

The International Labour Organization's committee on freedom of association has documented "very serious allegations of violations of freedom of association, in particular government interference with the functioning of the Ethiopian Teachers' Association and killing, arrest, detention, harassment, dismissal and transfer of ETA members and officials." It calls on the government of Ethiopia to "respect the life of trade union members, end harassment of the ETA and free imprisoned trade union members."

Ethiopia was one of two African states not to have ratified the 1981 African Charter on Human and Peoples' Rights. ■

'Crisis' in Alberta's Post-Secondary Education System

Calgary

RISING tuition fees and government cuts have compromised the accessibility and quality of post-secondary education, according to participants at a public hearing held in Calgary last month.

Peggy Churchward, past president of the Canadian Federation of University Women said high tuition fees promote exclusivity.

"In a period when the gap between the highest and lowest income levels in Canada is rising, universities are in danger of excluding qualified students from lower income brackets. This represents a waste of human potential that Canada can ill afford. Our aim should be university education for all who desire it, and who are able to meet the entrance requirements."

The event in Calgary, part of a series of cross-country hearings organized by CAUT and its member associations, was held to identify the concerns and challenges facing post-secondary institutions.

Student representatives who appeared at the forum said higher fees put education out of financial reach for many. And forced many students who do participate to seek part-time work.

"With rising tuition, not only is a university education not an option for many but also a full experience is being lost," said Melissa Craig of the University of Calgary's Feminist Initiative Recognizing Equality.

"Our university years should be focussed on our education and challenging our knowledge with new experiences. Instead, students

Chairs, Calgary Hearings — Jackie Flanagan (top), executive editor of Alberta Views Magazine & local community worker Lana Wells.

are tired, stressed and working at low-paying and unchallenging jobs just to get by."

Student union leader Barb Wright said the rapid rate of increase in tuition fees has forced many students to take on part-time and full-time work. "Sixty per cent of the students at the University of Calgary, according to a 1999 study, were working part-time. On average, these students were working 18 or more hours per week. And 70 per cent of the students who were working indicated it was having a negative impact on their studies."

Dr. Mary Valentich, professor emerita from the University of Calgary, said she has noticed more students struggling to cover their tuition expenses.

"During my last few years of teaching, I became aware of the greater number of students who were holding not only one, but sometimes two part-time jobs in order to cover the increases in tuition, book and living costs. Their investment in learning, understandably, diminished as they struggled to cover their expenses. Many students are overwhelmed by the burden of keeping up with their commitments to education, employment and family."

Shea Ellingham, communications officer with the University of Calgary Graduate Students' Association, said the province's post-secondary education system is in turmoil.

"Post-secondary education has reached a crisis point. Cuts in government funding have forced institutions to look for alternative sources of funding and tuition has skyrocketed. In the last 10 years, tuition has increased by more than 200 per cent. Student debt loads are becoming unmanageable."

Ellingham also said students are worried Calgary may introduce differential tuition fees for programs like medicine, law and engineering. "Once differential tuition is in place, students from low-income families will simply not have the option of a degree from a professional faculty. Already, 44 per cent of Alberta high school students who are not going on to college or university say that tuition is the number one reason why they have chosen not to attend a post-secondary institution."

Graduate student representatives also expressed concern about the impact of private funding on academic freedom and research integrity.

"Concerns are being raised about how private funding will affect the academic freedom of graduate students, their intellectual property rights and the balance of funding between departments," said Michelle McCann, student association president.

"Corporate and private funding providers continue to increase their presence at universities. For some graduate students, this means the research they are doing that is funded by private providers cannot be included in their thesis work. As this type of funding increases, some students are signing away their intellectual property."

John Baker, president of the University of Calgary Faculty Association, said funding cutbacks have meant academic staff are finding it increasingly difficult to provide a high quality education to their students.

"Faculty for many years now have been asked to do much more with much less. Faculty are asked to teach larger classes with less support. For example, according to the University Fact Book, the average class size for a junior level course has increased by 37 per cent in the last 10 years."

He said funding problems have also compromised the ability of faculty to conduct research.

"The university and its faculty are rightly committed to the importance of research, but the tools for us to do our research – library holdings, lab space and equipment, funding for graduate students – and time for us to do it, are in inadequate, and in some areas seriously inadequate."

The library was identified as one area in which extra resources are desperately needed.

"Over the past decade, the University of Calgary library has suffered like other university libraries due to rising costs and currency issues relating to the need to acquire materials from other countries," said Ada-Marie Atkins Nechka, assistant director of collections and technical services with the University of Calgary library. "However, these normal funding problems were further complicated in Alberta by devastating cutbacks to education. These cuts occurred in the early 1990s and we are still trying to recover."

Ronald Bond, vice-president academic and provost of the University of Calgary, conceded there is a need to find ways to boost the quality of teaching and research at the university.

"We are struggling with multiple challenges," Bond said. "Our common interest with faculty is in promoting quality. But we can't do that unless we have adequate funding from government." ■

« Crise » du système de l'enseignement postsecondaire en Alberta

Calgary

LA hausse des frais de scolarité et les compressions publiques compromettent l'accessibilité et la qualité de l'enseignement postsecondaire, ont conclu les participants aux audiences publiques qui ont eu lieu à Calgary le mois dernier.

Peggy Churchward, ex-présidente de la Fédération canadienne des femmes diplômées des universités, a déclaré que des frais de scolarité élevés encourageaient l'exclusivité.

« Alors que l'écart se creuse de plus en plus entre les niveaux de revenu les plus élevés et ceux les plus faibles au Canada, les universités risquent d'exclure des étudiants qualifiés les moins nantis, ce qui représente un gaspillage de potentiel humain que le pays ne peut se permettre. Nous devrions viser à offrir une formation universitaire à toutes les personnes qui le désirent et qui peuvent satisfaire aux conditions d'admission. »

Le but de la tenue des audiences publiques de Calgary, qui s'inscrivent dans la série d'audiences pancanadiennes organisées par l'ACPPU et ses associations membres, était d'identifier les préoccupations et les défis auxquels font face les établissements d'enseignement postsecondaire.

Les représentants étudiants qui ont témoigné aux audiences ont déclaré que, pour nombre d'entre eux, les études postsecondaires n'étaient pas à la portée de leur bourse en raison de frais de scolarité plus élevés, ce qui en obligeait beaucoup à trouver du travail à temps partiel.

« À cause des frais de scolarité en hausse, non seulement de nombreux étudiants n'envisagent même pas d'étudier à l'université, mais ils perdent aussi l'occasion de vivre une expérience complète », a soutenu Melissa Craig du groupe Feminist Initiative Recognizing Equality de l'Université de Calgary.

« Pendant les années que nous passons à l'université, nous devrions nous concentrer sur nos études et enrichir nos connaissances au moyen de nouvelles expériences. Au lieu de cela, les étudiants sont fatigués, stressés, et occupent un emploi mal rémunéré et non stimulant pour réussir à joindre les deux bouts. »

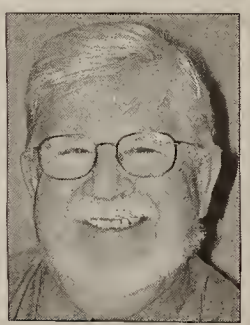
La présidente de l'association étudiante, Barb Wright, a ajouté que la hausse rapide des frais de scolarité a forcé de nombreux étudiants à travailler à temps partiel ou à temps plein. « Selon une étude de 1999, 60 p. 100 des étudiants de l'Université de Calgary travaillaient à temps partiel, soit pendant 18 heures par semaine en moyenne. De ce nombre, 70 p. 100 ont déclaré que leurs études en souffraient. »

Mme Mary Valentich, professeure émérite de l'Université de Calgary, a constaté que plus d'étudiants se débattaient pour acquitter leurs frais de scolarité.

« Au cours de mes dernières années d'enseignement, j'ai remarqué un plus grand nombre d'étudiants qui occupaient jusqu'à deux emplois à temps partiel pour pouvoir assumer la hausse des frais de scolarité, du prix des livres et du coût de la vie. Naturellement, l'investissement dans leur apprentissage diminue à mesure qu'ils luttent pour payer leurs dépenses. De nombreux étudiants sont accablés par le poids de leurs engagements envers les études, le travail et la famille. »

Pour Shea Ellingham, agente des communications pour l'association des étudiantes et étudiants diplômés de l'Université de Calgary, le système d'enseignement postsecondaire de la province vit un bouleversement.

« Le système d'enseignement postsecondaire a atteint un point critique. Les compressions gouvernementales ont obligé les établissements d'enseignement à chercher de nouvelles sources de financement et ont fait bondir les frais de scolarité. Depuis dix ans, les frais de scolarité ont augmenté de plus de 200 p. 100. L'endettement des étudiants est devenu impossible à gérer. »



John Baker, président de l'University of Calgary Faculty Association.

Mme Ellingham a ajouté que les étudiants craignent que l'université impose des frais de scolarité différentiels pour les programmes de médecine, de droit et de génie notamment.

« Lorsque les frais différentiels seront en vigueur, les étudiants issus de famille à faible revenu n'auront même pas le choix d'un grade d'une faculté professionnelle. Pour 44 p. 100 des étudiants albertains du secondaire qui ne se dirigent pas vers des études collégiales ou universitaires, les frais de scolarité sont la raison principale de leur décision de ne pas fréquenter un établissement d'enseignement postsecondaire.

Des représentants des étudiantes et étudiants diplômés ont également fait part de leurs inquiétudes quant aux effets du financement privé sur la liberté universitaire et l'intégrité de la recherche.

« Le financement privé soulève des préoccupations sur la façon dont il influencera la liberté universitaire des étudiantes et étudiants diplômés, les droits qu'ils détiennent sur la propriété intellectuelle et l'équilibre des fonds entre les départements », a déclaré Michelle McCann, présidente de l'association étudiante.

« La présence des bailleurs de fonds du secteur privé se fait de plus en plus sentir dans les universités. Pour certains étudiants diplômés, la recherche qu'ils font grâce à des subventions privées ne peut être ajoutée à leur thèse. Puisque ce genre de financement est en hausse, certains étudiants sont en train de signer l'abandon de leur droit à la propriété intellectuelle. »

Selon John Baker, président de l'University of Calgary Faculty Association, les universitaires trouvent de plus en plus difficile de fournir un enseignement de grande qualité à leurs étudiants en raison des compressions budgétaires.

Voir CRISE à la page A9

Difficult Times Ahead for Many

Paradigm Shift: Globalization and the Canadian State

Stephen McBride. Halifax: Fernwood Publishing, 2001; 188 pp; paper $19.95 CA.

By JANINE BROOIE

FOR the past quarter century Canadians have been mired in a complex process of fundamental change that progressively has eroded, if not erased, long-held assumptions about the nature of the Canadian community, national sovereignty and citizenship rights. In *Paradigm Shift*, Stephen McBride, of Simon Fraser University, provides a convincing account of how, within less than a generation, the aspirations and institutions of the postwar welfare state have been eclipsed by an uncompromising neo-liberal governing philosophy which both prioritizes markets over politics and denies the possibility or desirability of national economic strategies.

This book recounts the critical milestones that have marked Canada's journey from the social and national state of the postwar years to the neo-liberal and global state of the early 21st century. McBride, for example, revisits the calculated maneuvers of the Business Council on National Issues in its push for continental free trade as well as the Macdonald Commission, which, reporting in 1985, provided a road-map to Canada's governance in the contemporary era.

Pressures for market liberalization, social adjustment, limited government and decentralization, as McBride emphasizes throughout this book, were both homegrown. McBride suggests, "To cast Canada as a victim or unwilling participant in these processes is simply incorrect."

McBride also paints a discouraging picture of how neo-liberal governance has grounded itself in the daily lives of Canadians. Government has been compressed, privatized and commercialized, the economy has been deregulated and then re-regulated by unelected regional and global entities such as the World Trade Organization and the North American Free Trade Agreement, and, with the progressive gutting of social programs, life has become tougher for a growing number of Canadians.

The social exclusion arising from the income gap between Canada's richest and poorest families has exploded while minuscule growth in after-tax incomes in recent years is almost entirely attributable to the fact that Canadians are working longer and harder than before.

Readers will find McBride's examination of the new trade constitutionalism especially valuable. He reminds us that the promotion and consolidation of capital mobility and, at the same time, the creation of a global governance structure that entrenches corporate rights on a global scale are works in progress.

The WTO has a built-in agenda to pursue the liberalization of trade in services. The apparent determination of international financial institutions to expand the General Agreement on Trade in Services potentially has much deeper implications for Canada than free trade in goods. Almost three-quarters of jobs in Canada are in the service sector, including health, education and other services that are part of the public domain.

A new and broader definition of services currently on the negotiating table promises not only to further decimate the public sector but to strike debilitating blows to fundamental Canadian institutions and values such as public education and universal health care.

Paradigm Shift takes issue with two themes that commonly weave through popular accounts of globalization. One is that the dramatic shifts in governance that have occurred in virtually all liberal democracies in the past two decades have been imposed by outside forces. The second is that the national state is locked in a process of terminal decline.

The so-called full or hard globalization thesis argues that national state has been eroded by, among other things, open borders, supranational authorities, transnational corporations and capital mobility. National states, so the argument goes, no longer control what happens within their borders while an ever growing number of political issues are beyond the capacity of any single national state to resolve.

McBride, in contrast, argues that "Canada's integration into the global economy, and the domestic policy changes associated with that integration, are matters of choice rather than necessity." He also points out that national states retain a great deal of power in the face of intensifying globalization.

That successive Canadian governments have been active architects of the paradigm shift in governance from Keynesian welfare state to neo-liberal globalism is beyond dispute. Choices were made, but they were made within particular contexts in relation to specific problems of governance of both domestic and global origins. It is now abundantly clear, however, that the neo-liberal experiment has exaggerated old problems and generated new ones.

Future historians undoubtedly will puzzle over one of the most glaring contradictions of the late 20th century. Although there has been almost complete consensus among global policy makers about how to achieve growth and prosperity, neo-liberal "solutions" have made these goals ever more elusive for the vast majority of the world's population.

Kuhn argued that the search for a new paradigm begins when theory and lived experience no longer mesh. Talk about alternatives now resonates in spaces as diverse as the World Bank and the World Social Forum. National states, however, have neither the choice nor the capacity to revive the postwar welfare state or to shield their borders from the outside. The national is now, more than ever, infused with the global: it is an imagined political space.

As the neo-liberal governing paradigm proves increasingly unable to contain its contradictions, we are challenged, as McBride rightly argues, to embrace human security, broadly defined, as a foundational principle of governance in this new century. ■

Janine Brodie is chair of the department of political science at the University of Alberta.

Crise de l'éducation en Alberta

☞ Suite de la PAGE AB

« Depuis de nombreuses années, on demande au corps professoral d'en faire beaucoup plus avec beaucoup moins, d'enseigner à des groupes plus nombreux avec moins de soutien. Ainsi, le *University Fact Book* révèle que la taille d'une classe moyenne pour un cours de première ou deuxième année a augmenté de 37 p. 100 au cours des dix dernières années. »

Il ajoute que les problèmes de financement compromettent également la capacité du corps professoral à effectuer de la recherche.

« L'université et son corps professoral sont convaincus de l'importance de la recherche mais les outils à notre disposition, soit les fonds des bibliothèques, les laboratoires et l'équipement, le financement pour les étudiants diplômés et le temps que nous pouvons consacrer à la recherche, sont insuffisants dans tous les secteurs et nettement insuffisants dans certains autres.

On a notamment donné l'exemple de la bibliothèque qui a un urgent besoin de ressources supplémentaires.

« Depuis dix ans, la bibliothèque de l'Université de Calgary a souffert, comme toutes les autres bibliothèques, de l'augmentation des coûts et de la dévaluation de la monnaie, des problèmes reliés à l'acquisition de documents provenant d'autres pays », a expliqué Ada-Marie Atkins Nechka, directrice adjointe des collections et des services techniques à la bibliothèque de l'université. « Toutefois, ces problèmes normaux de financement se sont compliqués en Alberta à cause de coupes sombres dans l'éducation. Ces compressions sont survenues au début des années 1990 et nous en subissons encore les contrecoups. »

Ronald Bond, vice-recteur à l'enseignement de l'Université de Calgary, a convenu qu'il fallait trouver des moyens d'augmenter la qualité de l'enseignement et de la recherche à l'université.

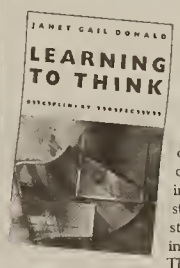
« Nous devons relever de multiples défis », a conclu M. Bond. « Nous partageons avec le corps professoral le même intérêt, celui de la promotion de la qualité. Nous y parviendrons uniquement si les gouvernements nous versent un financement suffisant. » ■

Quick Reviews

The Creation of the Future: The Role of the American University

Frank H.T. Rhodes. Ithaca, New York: Cornell University Press, 2001; 265 pp; hardcover $29.95 US.

Is the university a dinosaur: huge, lumbering, endearing in its own way, yet unsuited to today's world? Is it a thing of the past, unnecessary in an age of the Internet and online learning? In a book likely to provoke people who are loyal to the ideal of the university as well as those who foresee its demise, Frank H.T. Rhodes acknowledges the university is an imperfect institution but argues it plays an essential role in modern society. In the process, he articulates strong opinions on a range of difficult issues. *The Creation of the Future* is no defense or promotion of the status quo. Focusing on American research universities, Rhodes makes the case that they are an irreplaceable resource, whose value must be preserved through judicious renewal and reform, beginning with a rededication to teaching as a moral vocation. Rhodes discusses where the research university is today and how it got here, as well as where it must go in the future.



Learning to Think: Disciplinary Perspectives

Janet Gail Donald. San Francisco: Jossey-Bass, 2002; 330 pp; hardcover $35 US.

In colleges and universities, there is increasing demand to help students learn how to conceptualize, analyze and reason. Although the intellectual development of post-secondary students is gaining increased attention, relating student development to the process of inquiry in different disciplines is unexplored terrain. This book presents a model of learning that takes into account the different ways learning occurs in different academic disciplines and explores the relationship between knowledge _ and *thinking* processes. Janet Donald – a leading researcher in the field of post-secondary teaching and learning – presents a framework for learning that goes beyond the acquisition of knowledge and reveals how educators can improve the teaching and learning process in their classrooms and programs.

Quick Reviews produced from information supplied by publishers.

COCAL V

It's Time for a New Deal

The Coalition of Contingent Academic Labour (COCAL) is a network of faculty associations, unions and individuals from across North America. You are invited to attend their upcoming conference ***COCAL V: It's Time for a New Deal.*** This will be a unique opportunity to join a diverse group of academics and activists to exchange information, share strategies and develop a common approach to resisting the casualization of academic labour.

OCTOBER 4–6, 2002
Montreal, Quebec, Canada

For details contact Margaret Gourlay at *514.848.3691*, *COCALVreg@netscape.net* or check the official web site *www.cupfa.org/COCALV*.

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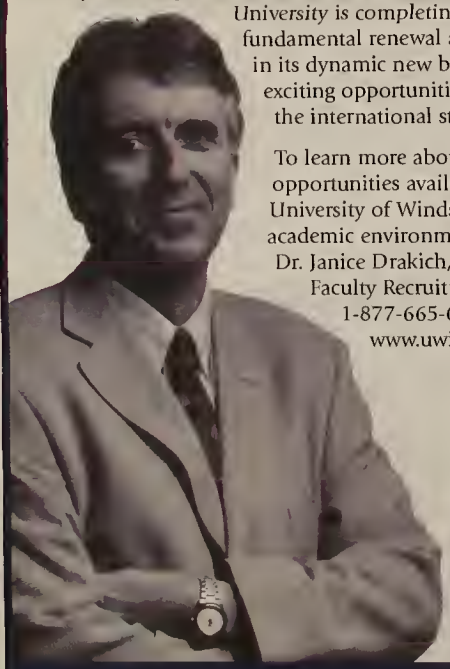
CAUT BULLETIN Right on Target for Academics

In a world of opportunity...

Ashley Scott recently accepted the Executive Directorship of the Great Lakes Institute, the University of Windsor's dedicated environmental research complex. A native of the United Kingdom, he was previously the Chair in Environmental Engineering and Director of the Centre for Integrated Environmental Protection at Griffith University in Brisbane, Australia.

Dr. Scott was impressed by the opportunities Windsor presented. In fact, the word "opportunity" surfaces often in his conversational flow. "I saw tremendous opportunities for this Institute and for the University," he says, "especially given the Institute's significant reputation worldwide, and the calibre of its rapidly expanding team of researchers."

"We're at a pivotal point in the Institute's development, and the opportunity to build non-traditional partnerships with disciplines such as economics, health sciences, sociology, law, and visual arts, promises to foster new insight and sustainable solutions to complex environmental challenges." Dr. Scott adds, "The University of Windsor offers a balance of scale, scope, academic talent and interdisciplinary co-operation that makes these kinds of partnerships possible. External partnerships with international institutions and industry are also ideally fostered by our unique and strategic border location. Finally, the University is completing a cycle of fundamental renewal and change, and in its dynamic new balance there are exciting opportunities for growth on the international stage."



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Dr. Ashley Scott

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UNIVERSITY OF WINDSOR

Aboriginal Treaty Rights Under Pressure in B.C.

EARLIER this year the B.C. government asked residents to vote yes or no to eight questions in a provincial referendum on aboriginal treaty rights, despite the protests of B.C.'s aboriginal leaders and the federal government. Its purpose, said the government, to "give British Columbians a say on the principles that guide the province's approach to treaty negotiations with Canada and First Nations."

Dissenters argue the majority population is given an opportunity to have a "say" in the referendum but the minority First Nations population has virtually none.

"While the referendum claims to be about ensuring equality for all, it ends up ensuring continuing inequality for First Nations people in British Columbia," said Richard Adleo, a member of CAUT's equity committee and chair of First Nations Studies at B.C.'s Malaspina University-College. "Premier Gordon Campbell has stated with exquisite irony in an Orwellian doublespeak 'this is not a referendum on minority rights ... it is not possible for this referendum to violate those rights.' It is definitely a referendum to ensure majority rights and privilege exercised by a government with an overwhelming majority."

From April 2–May 15, B.C. voters participated through a mail-in ballot system. Preliminary results indicate 725,000 ballots, or 34.5 per cent of the 2.1 million ballots mailed out, were returned. Elections B.C. predicts the results will be available July 3. The outcome of the vote will be binding on the provincial government. ■

Yes or No

Whereas the Government of British Columbia is committed to negotiating workable, affordable treaty settlements that will provide certainty, finality and equality; do you agree that the provincial government should adopt the following principles to guide its participation in treaty negotiations?

- **Private property should not be expropriated for treaty settlements.**
- **The terms and conditions of leases and licences should be respected; fair compensation for unavoidable disruption of commercial interests should be ensured.**
- **Hunting, fishing and recreational opportunities on Crown land should be ensured for all British Columbians.**
- **Parks and protected areas should be maintained for the use and benefit of all British Columbians.**
- **Province-wide standards of resource management and environmental protection should continue to apply.**
- **Aboriginal self-government should have the characteristics of local government, with powers delegated from Canada and British Columbia.**
- **Treaties should include mechanisms for harmonizing land use planning between Aboriginal governments and neighbouring local governments.**
- **The existing tax exemptions for Aboriginal people should be phased out.**

Prix d'excellence pour des journalistes

LA journaliste Anne McIlroy, du *Globe and Mail*, a remporté le prix de l'ACPPU pour l'excellence d'un reportage dans le domaine de l'enseignement postsecondaire.

M[me] McIlroy a obtenu le Prix d'excellence en journalisme de l'ACPPU dans le domaine de l'éducation pour son article intitulé « Under Siege in the Ivory Tower » (*Globe and Mail*, le 18 septembre 2001).

Des mentions honorables dans la catégorie professionnelle de la presse écrite et parlée ont été remises à Ann Dowsett-Johnston (*Maclean's Magazine*) et à Philip Fine (*Times Higher Education Supplement*).

Simon Rabinovitch, réviseur au *McGill Daily*, a remporté le prix de l'ACPPU pour un reportage remarquable dans les médias étudiants intitulé « Corporations Limiting Academic Freedom? » (Canadian University Press, 2001).

Des mentions honorables dans la catégorie étudiante ont été remises à Jennifer Henderson (*The Picaro*) et à Jessica Lockhart (*Canadian Dimension*).

Créés en 2001, les prix de l'ACPPU sont décernés à des journalistes pour récompenser l'excellence dans le traitement des questions sur l'enseignement postsecondaire dans les médias professionnels et étudiants.

Des facultés de professeurs, d'autres associations professionnelles et des représentants du public de tout le pays ont soumis des candidatures. Les juges ont tenu compte de la pertinence, de l'originalité, de la qualité de l'enquête et des recherches, des répercussions possibles sur les décideurs et du respect des normes professionnelles du journalisme.

Le jury, composé de Bob Rupert, école de journalisme, Université Carleton, Lynne van Luven, département d'écriture, Université de Victoria, Jill Spellicsy, école de journalisme, Université de Regina, et Louise Julien, faculté d'éducation, Université du Québec à Montréal, a examiné les candidatures soumises et a choisi des lauréats pour chaque catégorie.

Les prix ont été décernés lors de l'assemblée du Conseil de l'ACPPU tenue du 25 au 27 avril à Ottawa. ■

Traduit de l'article « CAUT Honours Excellence in Education Journalism » (*Bulletin* de l'ACPPU, mai 2002).

Dr Penninger quitte le Canada

☞ Suite de la PAGE A1

pouvoir poursuivre ses travaux à Toronto et d'être forcé de déraciner sa femme et sa famille.

« Il importe de comprendre que ce qui compte pour un chercheur, c'est sa réputation, un objectif pour lequel j'ai travaillé toute ma vie, ainsi que les personnes qui sont liées à moi, en vue de l'atteindre. Il est tout simplement inacceptable que cette réputation soit attaquée par de fausses accusations », a déclaré le Dr Penninger.

« C'était comme si on m'avait chassé. Ni l'université ni l'hôpital ne posaient les bons gestes. J'étais triste mais résigné. Cependant, quand les allégations ont commencé à toucher mes étudiants et mes stagiaires postdoctoraux, j'ai senti que je devais parler. »

Le Dr Penninger s'est rendu en Californie pour rencontrer Roger Perlmutter, vice-président directeur de la recherche et du développement pour la société Amgen Inc., la société américaine de biotechnologie qui a subventionné l'institut de recherche Amgen, lequel fait partie du UHN.

« À l'inverse des cades supérieurs de l'hôpital et de l'université, Roger a immédiatement donné suite à mes préoccupations en procédant à un examen des ressources humaines pour enquêter sur le traitement que m'avait fait subir le directeur de l'institut. »

Même si le Dr Penninger avait déjà accepté l'offre de l'Autriche, M. Perlmutter a en outre demandé à un groupe d'experts d'examiner les allégations défavorables envers son laboratoire.

Il est ressorti de l'examen des ressources humaines que les propos de M. Mak étaient déplacés et que son comportement était inacceptable. La société Amgen a conseillé Tak Mak sur son comportement et l'a mis en garde contre toute récidive.

L'éminent groupe de scientifiques a constaté que les allégations au sujet des problèmes que connaissaient les travaux du laboratoire du Dr Penninger étaient mensongères et a conclu unanimement à l'évidence de la rigueur scientifique et des bonnes pratiques de laboratoire. Les allégations disant le contraire étaient sans fondement à son avis.

Les torts avaient déjà été causés cependant. Le Dr Penninger a déclaré qu'un rédacteur de la revue *Nature*, dans laquelle il a publié 30 articles, l'avait abordé lors d'un congrès scientifique et l'avait interrogé sur les rumeurs circulant au sujet de son laboratoire. À d'autres réunions, des collègues lui ont demandé, ainsi qu'à ses étudiants, ce qui se passait.

« J'ai demandé à M. Perlmutter et au président-directeur général du UHN, Tom Closson, des exemplaires du rapport d'experts pour que d'autres puissent le lire et pour ainsi faire taire les fausses rumeurs et les allégations. Ils m'ont tous les deux promis un exemplaire puis sont revenus sur leur parole, prétextant la protection de la confidentialité des procédures », a ajouté le Dr Penninger.

C'est à ce moment qu'il a sollicité l'aide de l'ACPPU.

« J'étais furieux que ni l'hôpital ni l'université ne soient intervenus dès l'apparition des problèmes, ce qui l'a placé dans une situation où il n'avait pas d'autre choix que de partir », a déclaré James Turk, le directeur général de l'ACPPU.

« Il est assez ironique que ce soit une société américaine de biotechnologie qui ait pris la décision d'agir.

Pourtant, après que le groupe de scientifiques eut prouvé que les allégations étaient fausses, le Dr Penninger s'est vu refuser un exemplaire du rapport. Il estimait que la publication du rapport restaurerait sa réputation et, ce qui comptait le plus pour lui, épargnerait ses étudiants et ses stagiaires postdoctoraux. »

Le Dr Penninger prenait très à cœur les torts causés à ses étudiants.

« Je m'en sortirai, mais je ne peux permettre que la carrière de mes étudiants et de mes stagiaires postdoctoraux, qui proviennent du monde entier, soit entachée à cause d'allégations injustifiées », a affirmé le Dr Penninger.

Avec le concours de l'ACPPU, il a rencontré M. Closson qui a suggéré la médiation pour ressouder le problème de l'accès au rapport du groupe d'experts.

Aux termes de l'entente conclue avec l'aide de la médiation le mois dernier, le UHN a accepté d'envoyer des lettres aux dirigeants des organismes subventionnaires, à la faculté de recherche du UHN, à l'Institut ontarien du Canada et aux directeurs de la recherche des autres hôpitaux affiliés de l'Université de Toronto les informant des conclusions unanimes du groupe d'experts selon lesquelles les allégations contre le laboratoire du Dr Penninger étaient infondées.

Le UHN a également accepté de transmettre les conclusions au doyen de la faculté de médecine de l'Université de Toronto David Naylor, lequel écrirait aux organismes subventionnaires et aux personnes désignées par le Dr Penninger pour leur dire qu'il avait confiance en l'intégrité scientifique du laboratoire du Dr Penninger.

M. Naylor a ajouté qu'il mentionnerait que « les réalisations de Josef Penninger étaient reconnues de multiples façons, notamment par l'attribution d'une chaire dans le cadre du Programme de chaires du Canada et par sa promotion au rang de professeur titulaire. Je considère personnellement Josef comme l'un des plus éminents jeunes scientifiques à la faculté de médecine de l'Université de Toronto. »

Le UHN a accepté que M. Closson diffuse des excuses par écrit à tous les membres actuels et anciens du laboratoire du Dr Penninger dont la réputation peut avoir été entachée à cause des allégations sans fondement qui ont été faites.

Bien que le Dr Penninger quittera le pays pour l'Autriche en janvier, le UHN lui a garanti l'emplacement actuel de son laboratoire et l'allocation d'espace jusqu'à la fin de 2003 pour permettre à ses étudiants et à ses stagiaires postdoctoraux de terminer les études entreprises sous sa direction.

Le laboratoire aura accès à toutes les installations nécessaires du UHN et bénéficiera d'un budget de fonctionnement de 1,1 million de dollars.

M. Closson réglera tous les différends. En cas d'échec, les parties pourront recourir à des procédures d'arbitrage externe et indépendant aux frais du UHN.

En ce qui concerne les aspects pédagogiques, le Dr Penninger relèvera uniquement de M. Naylor.

Le départ du Dr Penninger coïncide avec la fin de l'institut de recherche Amgen que la société Amgen Inc. a fondé en 1993, de concert avec le UHN et l'Université de Toronto. La société Amgen devait subventionner l'institut avec un budget de 10 millions de dollars par année jusqu'en 2008.

Six cent candidats s'étaient disputés les six emplois de scientifiques à l'institut dirigé par M. Mak. Le Dr Penninger, étudiant au niveau postdoctoral au laboratoire de Tak Max, était du nombre. Il ne reste qu'un de ces six scientifiques.

« C'est dommage que l'administration respective de l'université et de l'hôpital n'ait pas réagi avant que la situation n'en soit rendue là », a déploré M. Turk. « Nous continuerons à avoir ce genre de problème tant que les administrations universitaires ne défendront pas plus vigoureusement les membres du corps professoral travaillant dans les hôpitaux et les instituts de recherche affiliés. » ■

Quebec's Bill 84 to Allow Same-Sex Civil Unions

SUPPORTERS of Quebec's proposed legislation on same-sex civil unions are celebrating as Bill 84 makes its way through the final stages in the National Assembly.

McGill professor of social work Shari Brotman says "the legislation creates something as similar to marriage as you can get without actually granting a marriage licence."

Brotman, who is also a spokesperson for McGill's Project Interaction, a campus and community group advocating for gay and lesbian rights, says the downside of the soon-to-be introduced civil union is that it will not be recognized outside Quebec.

Her colleague in Project Interaction and the school of social work, Bill Ryan, calls the law "a stopgap measure until full equality is reached in the laws regulating conjugal relationships in Canada."

Ryan and Brotman support Montrealers Michael Hendricks and Rene LeBoeuf, who launched a Charter challenge to the federal marriage laws in 1998.

Debate on same-sex marriage heated up on campus in 2001, when it became known McGill professors Margaret Somerville and Katherine Young were preparing to serve as expert witnesses in the defence of Canada's prohibition against same-sex marriages.

Project Interaction, with the support of Queer McGill, a student group promoting equality for gays and lesbians, launched an e-mail campaign, circulated a petition, held gorilla-style teach-ins in the student services building and challenged the professors to public debate.

According to Ryan, these actions expanded into "a national mailing campaign, accompanied by several political actions, in order to make the academic community aware that our university was being used to sustain discriminatory laws."

Somerville and Young were in the end not called as witnesses, Ryan says. And now, little more than a year later, the legality of same-sex unions, and parental roles, is being drafted into Quebec's civil code.

Which leaves Ryan and Brotman with something to celebrate.

"Everyone says it will put Quebec just behind Holland as the most progressive place in the world," says Brotman. "If only the federal government would change the marriage laws, we could say we were world leaders." ■

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If you are retiring and are no longer eligible to remain a member of CAUT through your local faculty association, you may wish to join CAUT as an individual retired associate member. Associate membership keeps you connected with the academic community and provides you with an opportunity to participate in CAUT's various activities, including conferences, workshops, affinity programs and committee work.

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NATIONAL ABORIGINAL DAY

June 21 is National Aboriginal Day, a time for all Canadians to celebrate the cultures and contributions of First Nations, Inuit and Métis peoples.

Information: www.inac.gc.ca

Share in the Celebration!

National Aboriginal Day / Journée nationale des Autochtones

The Listserv for Canadian Academic Librarians

CAUTLib, the listserv of CAUT's Librarians Committee is the vehicle for communication between Canada's academic librarians. It provides a forum to share information and opinions on topics of interest.

Join Today...

Participation in the list is open to members and associate members of CAUT. Correspondence is encouraged in French and English. Active involvement by academic librarians in the discussion is necessary to make this listserv an effective and valuable means of communication. We look forward to your participation!

Contact CAUT...

The list is managed by Lois Mackenzie at CAUT. For more information about this list and how to participate in the discussion, contact her at mackenz@caut.ca. There is no charge to subscribe.

UTLib

Academic Librarians'
Distinguished Service Award
2003

REQUEST FOR NOMINATIONS

The CAUT Academic Librarians' Distinguished Service Award recognizes outstanding service by academic librarians or faculty who have contributed to the advancement of the status and/or working conditions of academic librarians at Canadian universities. Candidates must be either librarians or faculty members. Although they may not be currently employed in an academic library or university, their contributions during their careers must have benefitted academic librarians.

THE CRITERIA

Candidates will be assessed on their contributions to the advancement of the status and/or working conditions of academic librarians at either the local, regional or national level. Nominations will be reviewed and the recipient selected by an independent jury, elected by the CAUT Librarians' Committee. The award will be made at CAUT Council in November 2003 in Ottawa. Nominations must be accompanied by a brief statement of why the nominator feels the nominee qualifies for the award, letters from two referees and whatever other appropriate documentation is necessary to illustrate and support the nominee's contributions.

NOMINATION DEADLINE

All nominations for the 2003 Academic Librarians' Distinguished Service Award must be received by January 31, 2003. Nominations should be addressed to: Chair, Librarians' Committee, CAUT, 2675 Queensview Dr., Ottawa, ON K2B 8K2.

Prix des bibliothécaires pour
SERVICES ÉMÉRITES
2003

MISES EN CANDIDATURES :

Le Prix des bibliothécaires pour services émérites de l'ACPPU a le but de reconnaître les services remarquables de bibliothécaires ou de professeurs ayant contribué à l'avancement du statut ou des conditions de travail des bibliothécaires d'universités canadiennes. Les candidats doivent être bibliothécaires ou professeurs. Même s'ils ne travaillent pas présentement dans une bibliothèque universitaire ou dans une université, leur apport au cours de leur carrière doit avoir profité aux bibliothécaires d'université.

CRITÈRES DE SÉLECTION :

Les candidatures seront évaluées selon l'apport à l'avancement du statut ou des conditions de travail des bibliothécaires d'université, que ce soit à l'échelle locale, régionale ou nationale. Un jury indépendant, élu par le Comité des bibliothécaires de l'ACPPU, examinera les candidatures et choisira un lauréat ou une lauréate. Le prix sera remis à Ottawa, à l'occasion de l'assemblée de novembre 2003 du Conseil de l'ACPPU. Les personnes proposant des candidatures doivent également expliquer brièvement pourquoi, selon elles, leur candidat ou candidate mérite le prix, fournir deux lettres de recommandation et tout document pertinent prouvant l'apport de la personne proposée.

DATE LIMITE DES MISES EN CANDIDATURE :

Toutes les candidatures au Prix des bibliothécaires pour services éméritus de 2003 doivent nous parvenir avant le 31 janvier 2003. Prière de les adresser au Président, Comité des bibliothécaires de l'ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Dealing with Student Diversity

Voices from the Classroom: Reflections on Teaching and Learning in Higher Education

Janice Newton, Jerry Ginsburg, Jan Rehner, Pat Rogers, Susan Sbrizzi & John Spencer, eds. Toronto: Garamond Press, 2001; 373 pp; paper $29.95 ca.

By JANICE JOHNSON

TEACHING at the university level is exciting and can be extremely rewarding. At the same time, the challenges involved in finding appropriate and effective ways to help today's diverse student population learn successfully are significant. The multiplicity of differences among students may include diversity in language, religion, social class, sexuality, age, disability, family background, learning style, intellectual development, culture and more.

To teach well in any discipline we must find ways to help these learners become actively involved with the material they are to master. One of the best means of doing this is to talk about teaching with others facing similar challenges, something we don't always have the opportunity to do. *Voices from the Classroom* provide us that opportunity, by sharing with us both the successes and failures encountered by students, faculty and administrators engaged in teaching and learning at York University.

As a facilitator and adult educator working in faculty development, I frequently consult with members of our university teaching community regarding these challenges while struggling with them in my own teaching. My understanding of the differing perspectives from which stakeholders may view these challenges and my "toolbox" of approaches to use in responding to them have both broadened and deepened through reading this book.

The differing voices of the authors brought together by Newton et al. provide an opportunity to learn from a wide range of perspectives, along a continuum from the theoretical to the practical.

The book is divided into eight sections. Each section includes a number of short articles, written by graduate and undergraduate students, teaching assistants, contract and full-time faculty, staff and administrators.

The first section focuses on the diversity of our students. Who are they? What experiences and knowledge do they bring with them? How does this affect the learning environment and their interactions in a course? How can we help all of them learn? We hear the voices of students, teaching assistants and faculty members speaking to the theme of respecting diversity as the starting point of good teaching.

Section two explores the research on learning and intellectual development and how our knowledge of this research may influence our teaching. Understanding how we and others learn can help us expand our repertoire of teaching strategies to appeal to many different types of learners. If we want our students ultimately to be capable of making informed judgements within the context of a discipline, we must encourage their progress to the higher levels of intellectual development needed to do so.

The third section looks at the cyclical process of course planning, both generally and in relation to specific disciplines. Issues considered include teaching not only content goals, but also critical skills and attitudes, and the excitement of being a practitioner in a discipline.

The fourth section focuses on two aspects of the graduate student learning experience — as students in a discipline and as apprentice teachers. In both situations, the importance to learning of successful relationships between graduate students and their faculty supervisors is highlighted.

Section five examines an important aspect of course planning that is often neglected — academic honesty. Varying ways to understand academic integrity and the importance of teaching to prevent academic dishonesty in specific settings are discussed.

Sections six and seven provide a detailed look at approaches that can be used within a course to enhance teaching. Section six, on teaching and learning strategies, covers lecturing, class participation, seminars, tutorials and small-group learning. Section seven, on assignments and evaluation, focuses on reading, research essays and other writing assignments and grading and evaluation.

The authors of these sections have provided specific and valuable glimpses of the successes and failures they have experienced in their efforts to help their students learn. Both beginning and experienced teachers can gain from their ideas.

The last section reviews a variety of formative methods to develop and assess our teaching. The focus here is on simple, straightforward methods we can use to obtain feedback that will help us continue to get better at what we do — helping our students learn.

As human beings, we all learn from stories, and when those stories are about the experiences of others facing similar challenges in similar contexts, our ability to make connections to our lives and work is enhanced. Discussions such as these — which highlight for us how others apply theory and research in their practices — help us make those links. Sample forms, checklists, and assignment directions, provided throughout, are valuable resources for us in adapting the ideas and suggestions discussed to our teaching contexts.

This book offers a wide-ranging array of voices to choose from. We can use it as a handbook for advice on a specific teaching issue and as a general reference source on university teaching. The editors' hope for the book is that it "serves to remind us of our responsibility to teach the diverse range of students before us, to respect their unique needs and experiences as they embark on the path of higher education, to bring our skills as researchers to our teaching practices, and to engage in ongoing reflection on the task of university-level teaching." (p. 4) Let us hope that it does so. ■

Janice Johnson is a facilitator with the Centre for Teaching and Academic Growth at the University of British Columbia.

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Les É.-U. exigent d'inclure l'éducation dans l'AGSC

Le gouvernement américain dit qu'il s'emploiera plus énergiquement à faire inclure les services d'enseignement postsecondaire dans le controversé Accord général sur le commerce des services.

Alors que les négociations visant à élargir l'accord sont déjà en cours à l'Organisation mondiale du commerce, des représentants du gouvernement Bush prenant la parole lors d'une conférence sur le commerce des services d'éducation à Washington le mois dernier ont fait savoir qu'une plus grande libéralisation commerciale dans ce secteur était un élément critique de la politique internationale de leur pays.

« Un plus grand commerce des services d'éducation stimule la balance commerciale des États-Unis et promeut la paix », a déclaré Douglas Baker, secrétaire général adjoint au département du Commerce, lors de la conférence organisée par l'Organisation de coopération et de développement économiques et le département du Commerce des États-Unis. « Notre objectif est de créer les conditions d'une concurrence internationale dans le secteur des services d'éducation avec une intervention minimale des gouvernements. »

Le gouvernement américain estime qu'un certain nombre de pays imposent des barrières pour restreindre le commerce international dans le domaine de l'éducation. Selon les négociateurs américains, ces barrières comprennent les lois qui reconnaissent l'enseignement postsecondaire comme un produit de l'État et non comme une « fonction exclusive », des politiques qui limitent l'accès au marché des fournisseurs étrangers de services d'éducation, les restrictions à la propriété d'universités et de collèges par des étrangers et les lois qui empêchent ou limitent l'agrément de fournisseurs étrangers de services d'éducation.

Joseph Popovitch, représentant adjoint américain du commerce extérieur a affirmé que les États-Unis désiraient l'élimination de ces barrières commerciales par l'entremise de l'accord et a prétendu que le système d'enseignement supérieur d'un pays ne risquait rien.

« Les engagements actuels dans le secteur de l'éducation et de la formation aux termes de l'AGCS sont peu nombreux. Par conséquent, les États-Unis chercheront à obtenir davantage d'engagements des pays membres de l'OMC », a poursuivi M. Popovitch.

« Bien que beaucoup craignent que l'OMC impose une politique en matière d'éducation, l'accord, en réalité, est toutefois très souple et permet aux pays de conserver le droit de réglementer ce secteur. »

Les opposants s'inquiètent néanmoins de ce que l'inclusion des services d'éducation dans l'accord entraîne de graves conséquences pour la qualité et la nature de l'enseignement postsecondaire.

« J'ai de sérieuses réserves au sujet de l'AGCS », a déclaré David Ward, président de l'American Council on Education. « J'y vois beaucoup de risques mais pas d'obstacles insurmontables se dressant devant la mondialisation de l'éducation. »

L'année dernière, le Council ainsi que l'Association Européenne de l'Université, l'Association des universités et collèges du Canada et le Council for Higher Education Accréditation ont rendu publique une déclaration conjointe dans laquelle ils enjoignaient leur pays respectif de ne pas prendre d'engagements dans le secteur de l'éducation dans le cadre de l'accord.

Selon les auteurs de la déclaration conjointe, « la raison d'être de l'enseignement supérieur est de servir l'intérêt public et ne constitue pas une « marchandise ». Face à ce mandat public, le pouvoir de réglementer l'enseignement supérieur doit demeurer la prérogative des instances compétentes désignées de n'importe quel pays. Rien dans les accords internationaux du commerce ne devrait restreindre ou limiter ce pouvoir. »

Donald Johnston, secrétaire général de l'OCDE a réfuté les critiques. « L'inclusion de l'éducation dans l'AGCS a suscité un débat d'orientation houleux mais les critiques se fondaient sur de fausses interprétations et des interprétations abusives » a-t-il précisé. « Selon diverses affirmations, l'AGCS menace les services publics comme l'éducation parce qu'il force les gouvernements à privatiser. De fait, l'AGCS n'impose pas de politique au secteur public. Les pays sont libres de décider quels services publics ils veulent offrir et ils sont libres de les réglementer ».

Cependant, les analystes commerciaux canadiens Scott Sinclair et Jim Grieshaber-Otto soutiennent que M. Johnston et d'autres tenants de la libéralisation commerciale sont coupables de leur propre interprétation abusive de l'accord.

« L'AGCS crée des droits légaux que les gouvernements étrangers peuvent invoquer au nom de leurs fournisseurs de services commerciaux », ont conclu MM. Sinclair et Grieshaber-Otto dans une étude du débat sur l'AGCS rendue publique récemment. « On peut raisonnablement s'attendre à ce que cette menace mine de façon constante la prestation de services essentiels publics et sans but lucratif, entre autres les soins de santé, l'éducation et l'eau. La plus grande menace pour les services publics est le fait que l'AGCS fixe légalement leur commercialisation quel que soit l'endroit où s'installent les fournisseurs étrangers à but lucratif. »

Vic Catano, le président de l'ACPPU, se dit préoccupé par la volonté du gouvernement américain d'activer le projet d'amener les services d'éducation à la table de négociation de l'AGCS malgré l'opposition des universités et des collèges américains.

« Nous devons nous assurer que les États-Unis n'obtiennent pas d'engagement de la part du Canada en ce qui concerne les services d'éducation » a déclaré M. Catano. « Les risques d'une inclusion de l'éducation dans l'accord sont trop importants pour que l'on n'en tienne pas compte. » ■

Dr. Penninger Leaving Canada

☞ From PAGE A1

published 30 articles, approached him at a scientific meeting to ask about rumours circulating about his lab. At other meetings colleagues questioned him and his students about what was going on.

"I asked Perlmutter and UHN's president and CEO Tom Closson for copies of the expert panel report so that it could be shared, and could dispel the false rumours and allegations," Penninger said. "Both promised me a copy, but retracted for reasons of protecting the confidentiality of proceedings."

At that point Penninger approached CAUT for assistance.

"He was angry that neither the hospital nor the university intervened when the problems first arose, putting him in the position that he felt he had no choice but to leave," said James Turk, CAUT executive director. "It was somewhat ironic it was a private American biotech company that took a decisive step to deal with the situation. But now, having been fully vindicated by the scientific panel, Penninger was being refused a copy of the report, the publication of which would, he felt, clear his name and even more importantly to him, remove any taint from his students and postdocs."

Penninger felt strongly about the harm to his students. "I will be okay, but I cannot allow my students and my postdocs, who have come from all over the world, to have their careers damaged by unfounded allegations," he said.

With CAUT's assistance, Penninger met with Closson who suggested mediation to resolve the issue of access to the scientific panel's report.

In the mediated agreement reached late last month, UHN agreed to send letters to the heads of funding agencies, research faculty at UHN, the Ontario Cancer Institute and the research heads of the other affiliated hospitals at U of T advising them of the scientific panel's unanimous conclusion that allegations against the Penninger lab were unfounded.

UHN also agreed to share the findings with U of T medical dean David Naylor, who would write to the funding agencies and individuals identified by Penninger expressing the dean's confidence in the scientific integrity of Penninger's lab.

Naylor indicated he would also state his view that "Josef Penninger's accomplishments have been recognized in multiple ways, including the awarding of a Canada Research Chair and early promotion to full professor. I personally count Josef among the most distinguished young scientists in the faculty of medicine at the University of Toronto."

UHN agreed that Closson would issue a written apology to all current and previous members of Penninger's lab whose reputations may have been adversely affected as a result of the unfounded allegations that were made.

Although Penninger will be leaving for Austria in January, UHN guaranteed the current location and space allocation for his lab until the end of 2003 to assure Penninger's students and postdocs can complete their studies under his direction.

The lab will be guaranteed access to all necessary facilities at UHN and will be given an operating budget of $1.1-million.

Any disputes will be resolved by Closson, failing which either party has access to an external, independent arbitration process funded by UHN.

On all academic matters Penninger will report directly and solely to Naylor.

Penninger's departure coincides with the end of the Amgen Research Institute. Founded in 1993 by Amgen Inc., together with UHN and U of T, the institute was to be funded by Amgen at $10-million annually until 2008.

Six hundred applicants had vied for the six scientist jobs at the institute headed by Mak. Penninger, a postdoctoral student in Mak's lab, was one of them.

Only one of the six scientists remains.

"It's a shame the university and hospital administrations did not step in before the situation got to where it did," Turk said. "We are going to continue to have problems like this until university administrations more boldly defend *faculty members in affiliated hospitals and research institutions.*" ■

CAUT Task Force on Academic Freedom

☞ From PAGE A1

"We are delighted to have a clinical faculty member of Dr. Welch's calibre to chair the task force," said CAUT president Vic Catano. "We are also pleased he will be joined by four eminent colleagues."

Alan C. Jackson is a neurologist and professor of medicine at Queen's University. He is also associate professor of microbiology and immunology, and attending staff (neurology) at Kingston General Hospital. He is on the editorial boards of the Journal of NeuroVirology and the Canadian Journal of Neurological Sciences and the board of directors of the International Society of Neurovirology. Jackson is treasurer of the Clinical Teachers' Association at Queen's.

Gordon Guyatt is a professor in the departments of clinical epidemiology and biostatistics and medicine at McMaster University. He is a clinical epidemiologist practicing secondary care hospital-based internal medicine. After being appointed director of the McMaster internal medicine residency program, Guyatt initiated a process that lead to adoption of a policy prohibiting pharmaceutical company access to residents as part of their program and related events. He has published more than 400 papers in peer-reviewed journals.

Carol E. Cass is professor and chair of oncology, the holder of the Canada Research Chair of Oncology and professor of biochemistry at the University of Alberta and associate director of research at the Cross Cancer Institute. She is a former president of the Canadian Society of Cellular and Molecular Biology and was a founding member of the executive of the Canadian Society of Biochemistry, Molecular & Cellular Biology. Cass is currently on the medical advisory board of the Gairdner Foundation, the selection committee of the Canadian Medical Hall of Fame and the advisory board of the Institute of Cancer Research, Canadian Institutes of Health Research.

Derryck Smith is psychiatrist-in-chief, head of the department of psychiatry and medical director of the mental health programs at the Children's and Women's Health Centre of British Columbia. He is head of the division of child psychiatry at the University of British Columbia and is regional clinical psychiatrist, child and youth programs, for the Vancouver/Richmond Health Board. Smith is president of the Clinical Faculty Association at UBC. ■

Traduction française à la page A3.

Alan C. Jackson
Neurology & Medicine
Queen's University

Gordon Guyatt
Epidemiology & Biostatistics
McMaster University

Carol E. Cass
Oncology & Biochemistry
University of Alberta

Derryck Smith
Psychiatry
University of British Columbia

CAREERS CARRIÈRES

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AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE

THE UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science (AFNS) invites applications for a tenure-track Associate Professor/Professor position in Canola Breeding and Biotechnology as part of a major development of its production efficiency and sustainability research and teaching capabilities. Applicants must have a PhD in Plant Breeding or a related discipline, and at least 5 years experience in canola breeding, and/or research. The successful candidate will be expected to teach at the undergraduate and graduates levels, and supervise M.Sc. and PhD students. The appointee will attract major external funding in support of a world-class research and teaching program already in place. Excellent communication skills, a demonstrated ability to conduct independent research, a desire to excel in undergraduate teaching and graduate student supervision, and a strong commitment to technology transfer are essential. The successful candidate will contribute to the department's mission "to achieve excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health.". She will also contribute to the research goals of the University of Alberta's "Food for Health" program. The successful candidate is expected to collaborate with scientists at the University of Alberta (www.ualberta.ca), Alberta Agriculture, Food and Rural Development (www.agric.gov.ab.ca), Alberta Research Council (www.arc.gov.ab.ca) Agriculture and Agri-Food Canada (www.agr.ca) and with industry. The University of Alberta has excellent research facilities and equipment, including a Molecular Biology and Biotechnology Centre, numerous specialized analytical laboratories, modern greenhouses and controlled-environment facilities, and excellent facilities for field studies. The Department of AFNS is also currently undertaking a major infrastructure upgrading program with the support of industry and government which will provide state-of-the-art research facilities to support the four major research foci of Plant Science, Animal Science, Agri-Food Technology, and Nutrition and Health. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent to Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Applications will be reviewed commencing July 1, 2002 and the search will continue until the position is filled. For further information on this position contact Dr. Kennelly at (780) 492 2131 / (780) 492-4265 (fax), email chair@afns.ualberta.ca or visit our web site at www.afns.ualberta.ca. The records arising from this competition will be managed in accordance with the provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

ANIMAL SCIENCE

THE UNIVERSITY OF GUELPH is seeking applicants for a Canada Research Chair (Tier 1) in Integrative Modeling of Biological Systems. The appointment will be a tenured Professorship in the Department of Animal and Poultry Science, although the Chair will be expected to develop a vigorous collaborative research program that may encompass several departments. The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian universities to achieve the highest levels of research excellence in the global, knowledge-based economy (http://www.chairs.gc.ca). Tier 1 Chairs should be recognized by their peers as world leaders in their respective research fields. Although major emphasis will be placed on research, the Chair will be expected to teach at the graduated and senior undergraduate levels — the University of Guelph values a strong connection between teaching and research. A high level of initiative and good communication skills will be important attributes for this position. The Chair will act as a focal point for a large group of faculty, graduate students, senior undergraduate students, research associates, staff and industry partners involved in strong programs for the development of mathematical models representing biological systems, primarily dealing with domestic animals. Particular emphasis will be placed on nutritional modeling in animal production systems. The Department of Animal and Poultry Science has a strong reputation as one of the centres of excellence in animal science and currently has 30 tenured/tenure-track faculty members, several contractual and adjunct faculty, about 110 graduate students, 20 permanent support staff and numerous contractual support staff (http://www.aps.uoguelph.ca). The Department has excellent laboratory and computer facilities, access to extensive animal holding facilities, and close ties with industry. The University of Guelph is research-intensive and learner-centered, and has gained prominence in recent years as one of Canada's premier universities. We are particularly proud of the high entry grades of our undergraduate students, the quality of our graduate program, and our internationalism. The application, with a detailed statement of interest in the position including potential research plans, a full resume and the names of three persons who may be contacted for references should be submitted to Dr. Ann M. Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1, email: agibbins@uoguelph.ca

All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa. Our objective is to select a suitable candidate in the summer of 2002 and apply to the CRC Secretariat in September. The position would be available, therefore, in 2003. Preferably, applications should be submitted by June 15, 2002. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ARCHITECTURE

CARLETON UNIVERSITY — Applications are invited for a tenure-track position in the School of Architecture at the Assistant Professor level to commence as early as September 1, 2002. This position is subject to budgetary approval. This position is primarily in the area of digital technology with a special emphasis on its application to architectural visualization, design and construction. Candidates must have a professional degree in architecture and an advanced degree (masters or doctorate) in either architecture or a related field. They will be evaluated on the basis of a demonstrated ability in teaching, research, built projects, media productions and publications. The successful candidates will each teach a Design Studio and courses about the role of digital technology in architecture. They he/she will also guide theses and other independent projects in the programs and engage in funded research in architecture. Carleton's four-year undergraduate program leads to a Bachelor of Architectural Studies (B.A.S.) degree and strives to achieve a balanced architectural education by providing a strong theoretical/conceptual and technical foundation. At the graduate level, Carleton offers a 2-year professional M.Arch and a 1.5 year research-based post-professional M.Arch. Carleton University presents opportunities for collaborative research and graduate student supervision with other on-campus units such as the Department of Systems and Computer Engineering, the School of Industrial Design and the School of Computer Science. In addition, Carleton University is at the heart of the National Capital Region, and offers collaborative research opportunities with agencies such as the National Research Council, the Canada Mortgage and Housing Corporation, the National Capital Commission and CARE Canada. Furthermore, Ottawa is home to numerous cultural institutions including the National Gallery of Canada, the National Arts Centre, the Canadian Museums of Civilisation, Science and Technology, Aviation, and Contemporary Photography. Applications, together with a covering letter, curriculum vitae, a portfolio of work, copies of publications and/or research reports, and the names of three (3) referees should be sent to: Professor Benjamin Gianni Gulzar Haider, Director, School of Architecture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Telephone (613) 520-2861; Fax (613) 520-3978. Information on the School and its programs can be found on the School's website. http://www.arch.carleton.ca Application deadline is July 15, 2000. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

CARLETON UNIVERSITY — Applications are invited for a tenure track position in the School of Architecture at the Assistant Professor level to commence as early as September 1, 2002. This position is subject to budgetary approval. Candidates are sought with expertise in environmentally responsive architecture with a special emphasis in one or more of the following areas: bio-climatic systems and design, integrated building systems, sustainable structures, building science/envelope and alternative building practices as they apply to architectural design and detailing. Candidates must have a professional degree in architecture and an advanced degree (masters or doctorate) in either architecture or a related field. They will be evaluated on the basis of a demonstrated ability in teaching, research, built projects, collaborations with the building industry and publications. The successful candidate will teach courses and/or seminars in Advanced Architectural Technology, Workshops in building systems research, and possibly a Design Studio. He/she will also guide theses and other independent projects in the programs and engage in funded research in architecture and architectural technology. Carleton's four-year undergraduate program leads to a Bachelor of Architectural Studies (B.A.S.) degree and strives to achieve a balanced architectural education by providing a strong theoretical/conceptual and technical foundation. At the graduate level, Carleton offers a 2-year professional M.Arch and a 1.5-year research-based post-professional M.Arch. Carleton University presents opportunities for collaborative research and graduate student supervision with other on-campus units such as the Department

Faculty of Law

Louis Waller Chair of Law

Monash University, Melbourne, Australia

Monash University is seeking to appoint an outstanding law scholar to the Louis Waller Chair of Law. The chair honours Professor Louis Waller, who retired at the end of 2000, after 36 years service to the faculty. A significant proportion of the funding for the chair has been raised from external sources.

The university's Faculty of Law is one of Australia's leading law schools, with a growing international reputation. It has research centres in human rights, privatisation and public accountability, the digital economy, forensic studies and banking law. The research interests of the staff cover the full range of legal sub-disciplines and jurisprudence.

In the first five years of the appointment, the duties attaching to the chair will be in carrying out research, providing supervision to research students, making research grant applications, supporting others in their applications for research funding and offering research leadership generally in the faculty. The appointee also may offer classes in the undergraduate or postgraduate programs. No significant administrative duties will be expected of the appointee during the first five years, except in relation to research leadership. Although the appointment to the chair will be a continuing one, the research focus of the chair will be reviewed at the end of the first five years, with a view to either maintaining the research focus for a further period or broadening the professorial duties.

The successful candidate is likely to be a professor or associate professor in a law school. He or she must have a doctorate and a substantial record in publication and research supervision. Experience in obtaining significant grant funding for research is highly desirable.

Professorial salary: $A100,474 per annum. Superannuation, travel and removal allowances are available.

Selection documentation may be accessed electronically on the world wide web:http://www.adm.monash.edu.au/sss/pc/jobads/jo_senior.htm

Confidential enquiries regarding the position may be made to Professor H P Lee, Associate Dean (Staffing) and Sir John Latham Chair of Law, telephone +61 3 9905 3307, facsimile +61 3 9905 9216, email hp.lee@law.monash.edu.au

Further information and particulars of the application procedure may be obtained from Mr John Noonan, Manager (Senior Appointments), Monash University, Victoria 3800, Australia, telephone +61 3 9905 5904, facsimile +61 3 9905 6857, email john.noonan@adm.monash.edu.au

Applications should reach Mr Peter Marshall, Director, Student and Staff Services, PO Box 92, Monash University, Victoria 3800, Australia, no later than Friday, 21 June 2002.

The university reserves the right to appoint by invitation.

An Equal Opportunity Employer

MONASH UNIVERSITY

DUA 871/1.3

Answer to Homework!

From page A7. We assume the hats are assigned at random, so there are eight possibilities (each man can be given either a red or green hat). The men agree that, if any one of them sees two hats of the same colour, then he will guess that his own hat is of the other colour. Otherwise, anyone seeing a hat of each colour will keep silent. In the event (which happens with two chances in eight), that all men have the same colour hat, all will speak and make an incorrect guess. However, with six chances in eight, two men will have a hat of one colour and the third of the other colour; in this case, the first two will remain silent and the third will make a correct guess. The probability of getting the fortune is three chances out of four with this strategy.

University of Alberta
Edmonton

Endowed Chair in Palliative Care Medicine

Applications are invited for a full-time tenure-stream faculty position for the *Endowed Chair in Palliative Care Medicine* at the rank of Associate Professor or Professor. The Chair is supported by an endowment established with funding from the Alberta Cancer Foundation and matching funding from the Government of Alberta and will be located in the Division of Palliative Care Medicine, Department of Oncology, Faculty of Medicine and Dentistry, University of Alberta. The successful candidate should hold a MD and/or PhD and will be expected to lead an internationally recognized research program in the area of palliative care medicine. The term will be for a five-year period and the incumbent may apply for re-appointment for a second term.

The Division of Palliative Care Medicine is affiliated with the Palliative Care Program of the Capital Health Authority. This comprehensive program provides palliative care in an acute tertiary referral unit and through consulting services to acute care institutions, out-patient clinics, and to primary physicians caring for patients in in-patient hospice units and at home. The Division of Palliative Care Medicine is responsible for undergraduate and post-graduate medical education in palliative care in the Faculty of Medicine and Dentistry at the University of Alberta.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.

The Department of Oncology consists of more than 80 members and has six Divisions: Experimental Oncology, Medical Oncology, Medical Physics, Palliative Care Medicine, Radiation Oncology, and Surgical Oncology. Information about the Department of Oncology and the Edmonton Palliative Care Program can be obtained, respectively, at www.ualberta.ca/~oncology and www.palliative.org. Interested individuals should submit a letter of interest, curriculum vitae, and the names, mailing and e-mail addresses of at least three professional references to:

Dr. Carol Cass, Chair
Department of Oncology
Cross Cancer Institute
11560 University Avenue
Edmonton, Alberta T6G 1Z2
Tel: (780) 432-8320
Fax: (780) 432-8425
E-mail: carolcas@cancerboard.ab.ca

Review of applications will commence immediately and will continue until the position is filled.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

of Civil and Environmental Engineering and the College of Natural Sciences. In addition, Carleton University is at the heart of the National Capital Region, and offers collaborative research opportunities with agencies such as the National Research Council, the Canada Mortgage and Housing Corporation, the National Capital Commission and CARE Canada. Furthermore, Ottawa is home to numerous cultural institutions including the National Gallery of Canada, the National Arts Centre, the Canadian Museums of Civilisation, Science and Technology, Aviation, and Contemporary Photography. Applications, together with a covering letter, curriculum vita, a portfolio of work, copies of publications or research reports, and the names of three (3) referees should be sent to: Professor Gulzar Haider, Director, School of Architecture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Telephone (613) 520 2861, Fax: (613) 520 3978. Information on the School and its programs can be found on the School's website http://www.arch.carleton.ca Application deadline is July 15, 2002. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

BIODIVERSITY

THE UNIVERSITY OF BRITISH COLUMBIA — The Departments of Botany and Zoology invite applications for a tenure-track faculty position at the level of Assistant Professor in Eukaryotic Microbial Biodiversity. The position is linked to a Scholar appointment in the Evolutionary Biology Program of the Canadian Institute for Advanced Research (CAIR) and candidates must meet the criteria of excellence in research for appointment to the program. The CIAR involvement will carry with it some teaching relief for the duration of the CIAR appointment and the opportunity to interact with an international network of researchers in evolutionary biology. The successful candidate must work with eukaryotic micro-organisms (protists, algae, and fungi), and have demonstrated excellence in research in the evolution of major eukaryotic lineages or the discovery and characterization of new eukaryotic micro-organisms that shed light on eukaryotic evolution, using modern techniques and approaches. Candidates should have a PhD in a relevant discipline and postdoctoral experience. Salary and startup funds will be negotiated. UBC hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however Canadians and permanent residents of Canada will be given priority. Deadline for applications is July 1, 2002. Applicants should arrange to have three letters of reference sent by mail, and send a current CV and a statement of research and teaching interests by mail or E-mail to: Dr. Patrick Keeling, Chair, CIAR Search Committee, Department of Botany, University of British Columbia, 3529-6270 University Boulevard, Vancouver, BC V6T 1Z4, Canada, pkeeling@interchange.ubc.ca

BIOLOGY

SAINT MARY'S UNIVERSITY — The Department of Biology invites applications for two tenure-track positions in Ecology at the Assistant professor level starting January 1, 2003. One position is a full time biology position. Preference will be given to candidates working in terrestrial vertebrate ecology. The other position is cross-appointed between the Biology Department and The Environmental Studies Program which at Saint Mary's University is science-based. Preference will be given to candidates with experience in Applied Plant Ecology, Phytoremediation or Plant Ecophysiology. Applications for these two positions from outstanding candidates in other areas of ecology will also be considered. The successful applicants will teach courses such as ecology, applied ecology, plant identification, environmental impact assessment, natural resource management, plant physiology, vertebrate anatomy, animal development, and in due time may be asked to contribute to teaching of first year biology courses. Applicants must possess a PhD in biology and provide evidence of excellence in research and teaching. Postdoctoral experience is desirable and the successful candidate will be expected to develop a vigorous externally-funded research program. The Biology Department has a young, research-oriented faculty who are also dedicated to teaching primarily at the undergraduate level. The department participates in the new MSc in Applied Science with a coop option and has been successful in obtaining CFI funding for the new Taxonomy Laboratory, a Molecular Biology Laboratory and the Centre for Remediation and Environment Analysis. Details of departmental interests and activities can be found at http://www.stmarys.ca/academic/science/biology/welcome.html. In accordance with Canadian Immigration requirements, these positions are directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and individuals with disabilities. Application should include a CV, a description of a proposed research programme, and other relevant documentation, including the names and addresses of at least three references. Submit to Dr. Z. Dong, Acting Chair, Biology Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, by July 1, 2002.

DALHOUSIE UNIVERSITY — Applications are invited for a full-time, tenure track, Instructor position starting as early as July 1, 2002. The person appointed will participate in the large, first-year class, Principles of General Biology. Responsibilities will include: teaching and development of laboratories and tutorials, supervision of teaching assistants, student evaluation and class administration. Qualifications should include at least an M.Sc. or equivalent academic experience in Biology. Candidates must have a strong background and interest in teaching, good interpersonal skills, and interest in working as a team member. Computer and web-related skills are an important asset. Salary according to qualifications and experience, as determined by the Collective Agreement. Please submit C.V. and two letters of reference to: Bill Freedman, Chair, Biology Department, Dalhousie University, Halifax, NS B3H 4J1. Deadline for applications is June 21, 2002. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people, and persons with a disability. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

BUSINESS

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 2002 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications, together with a covering letter, curriculum vita, and the names of three referees to: Dr. Z. Dong, Acting Chair, Biology Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, by July 1, 2002.

DALHOUSIE UNIVERSITY — Applications are invited for a full-time, tenure track, Instructor position starting as early as July 1, 2002. The person appointed will participate in the large, first-year class, Principles of General Biology. Responsibilities will include: teaching and development of laboratories and tutorials, supervision of teaching assistants, student evaluation and class administration. Qualifications should include at least an M.Sc. or equivalent academic experience in Biology. Candidates must have a strong background and interest in teaching, good interpersonal skills, and interest in working as a team member. Computer and web-related skills are an important asset. Salary according to qualifications and experience, as determined by the Collective Agreement. Please submit C.V. and two letters of reference to: Bill Freedman, Chair, Biology Department, Dalhousie University, Halifax, NS B3H 4J1. Deadline for applications is June 21, 2002. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people, and persons with a disability. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Simon Fraser University
Assistant Professor in Cell Biology
Department of Biological Sciences

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Cell Biology. The appointment will be made at the Assistant Professor level with a start date on or after January 1, 2003. Any area of modern Cell Biology is of interest, but preference will be given to candidates who study functional aspects in cellular systems that bridge our current research strength at the subcellular and the organ and tissue levels (http://www.sfu.ca/biology/).

The successful candidate will pursue a vigorous, externally funded research program that includes the training of graduate students. She or he also will be expected to develop upper division undergraduate and graduate courses in cell biology, and contribute to the teaching of the introductory course in Cell Biology. Review of applications will begin on September 3, 2002, and the search will remain active until the position is filled. Applicants should send a Curriculum Vitae, three representative reprints, a one-page summary of their research objectives, and three letters of reference to: **Dr. Norbert H. Haunerland, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Blvd., Burnaby, B.C. V5A 1S6, Canada.** Fax: 604-291-4312.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The appointment is subject to final budgetary approval by the University.

Simon Fraser University, located in the greater Vancouver area, is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA

FACULTY POSITION IN EDUCATIONAL LEADERSHIP AND POLICY

The Department of Educational Studies at the University of British Columbia invites applications for one or more full-time, tenure track academic appointments in Educational Leadership and Policy at an open level. The appointment(s) will become effective July 1, 2003 or earlier.

The Department of Educational Studies offers programs in educational administration and leadership, adult and higher education, philosophy, sociology, and history of education and a concentration in feminist approaches to social justice in education to over 400 graduate students. It also offers concentrations in such areas as multicultural and anti-racist education and policy studies. The Department of Educational Studies offers graduate degrees at the M.Ed., M.A., and PhD level, an advanced professional Ed.D. in Educational Leadership and Policy, as well as diplomas and certificates in a variety of areas. First Nations students, at the pre-service and graduate levels, are served by the Faculty's NITEP and Ts"kel programs. Members of the department also contribute significantly to the Teacher Education program, which educates over 1,000 students annually.

We seek applicants with research and teaching interests in leadership and policy whose work will complement existing expertise and perspectives in the department. The successful candidate(s) will be expected to contribute to the department's strong links with professional and scholarly associations in the field of educational leadership in B.C. and beyond. Applicants will have an earned doctoral degree and experience in educational leadership and will provide evidence of demonstrable excellence in both research and teaching. The candidate(s) primary responsibilities will be in programs that prepare students for leadership roles in the K-12 school system and for senior leadership roles in formal and non-formal educational settings.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadian citizens and permanent residents will be given priority.

Final date for applications: **October 31, 2002.**

Letters of application, curriculum vitae, a copy of no more than three refereed publication (if available), the names, addresses and phone and fax numbers of three referees, together with a statement of research interests should be sent to: **Dr. Carolyn Shields, Professor and Head, Department of Educational Studies, Faculty of Education, 2125 Main Mall - UBC Campus Vancouver, B.C. Canada V6T 1Z4.** Telephone: (604) 822-5359; Fax: (604) 822-4244; e-mail: carolyn.shields@ubc.ca; http://www.edst.educ.ubc.ca.

Post-Doctoral Fellow
Labour Studies Programme

Post-Doctoral Fellow (1 year) interested in Canadian automotive labour market developments. Will be part of team of researchers involved in Auto 21, a Network of Centres of Excellence, dedicated to studying all facets of the automotive industry.

Start Sept. 2002. PhD must be complete by start date. Annual stipend $35,000 may be supplemented by optional teaching of one/ two courses.

McMaster University is committed to employment equity and encourages applications from all qualified candidates.

Submit C.V., two letters of reference and research program to: **Dr. Charlotte Yates, Labour Studies Programme, McMaster University, Hamilton, ON L8S 4M4** by **July 31, 2002.** Fax applications to: 905-528-1228. Further information: www.socsci.mcmaster.ca/labrst/.

McMaster University

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finance, Accounting, Management Science, Operations Management, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policies (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:
Queen's School of Business has an outstanding reputation in its academic programs. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a vast array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Dunning Hall – Rm. 140
Kingston, Ontario K7L 3N6

www.business.queensu.ca

UNIVERSITY OF CALGARY

ASSISTANT PROFESSOR OF PHYSICAL CHEMISTRY

The Department of Chemistry invites applications for a tenure track position in any area of Experimental Physical Chemistry at the assistant professor level.

Individuals who can fulfill the department's commitment to excellence in teaching at both the undergraduate and graduate levels, and who have or will develop an imaginative and vigorous research program, are encouraged to apply. Applicants must have a PhD degree and postdoctoral research experience, or equivalent. Interested persons should consult the Web site of the Alberta Ingenuity Fund (Alberta Heritage Foundation for Science and Engineering Research, http://www.albertaingenuity.ca/) to learn more about the generous programs to support research that are available to supplement the internally available support that this dynamic department can provide. Although this is an open position, candidates who would be eligible for an NSERC University Faculty Award are encouraged to apply.

The successful candidate will be expected to take up the position in July 2003.

Applicants should submit a curriculum vitae, a list of publications, a summary of research interests and a detailed research proposal to: **Dr. B. A. Keay**, Head, Department of Chemistry, at the address below. Confidential Fax: (403) 284-1372; E-mail: keay@ucalgary.ca by **September 30, 2002**. They should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

ASSISTANT PROFESSORS

STRUCTURES

The Department of Civil Engineering at the University of Calgary has openings for two positions in the area of Structures: one tenure-track and one limited term. Both positions are at the assistant professor level.

The successful candidates will be expected to complement the current structures group in the Department in teaching and research, to participate in joint projects, and to develop an independent research program using the available experimental and numerical analysis facilities within the Department. The appointees will be expected to teach at both the graduate and undergraduate levels in structural mechanics, structural analysis and design. Excellent or very good demonstrated administrative and interpersonal skills are necessary.

Ideal candidates will have expertise and industrial experience in aspects of structural analysis and design, including monitoring and rehabilitation of structures, and applications of information technology and communications to structural engineering. Primary areas of interest include structural concrete, structural steel, structural wood, advanced composites and biostructures. All candidates must have a PhD in Civil Engineering or other relevant field. Eligibility for membership of APEGGA is a requirement.

The Department has excellent structural testing facilities and has a strong record for experimental research. Finite element analysis is supported by a SGI Origin 2000 network within the Department. The University is part of the province-wide MACI computer system which also supports finite element software. The Calgary Centre for Innovative Technology (CCIT), opening this summer, will support facilities for research in sustainable infrastructure and bioengineering.

The Department strongly encourages applications from women.

Applications, including a curriculum vitae, a short statement of research interests and of teaching focus and philosophy, and three sealed letters of reference (alternatively, these latter can be sent directly to the address below), together with the names, addresses and e-mail addresses of the three referees, must be sent by **September 30, 2002** to: **T.G. Brown**, Head, Department of Civil Engineering, at the address below; Fax: (403) 282-7026; E-mail: wilsoa@ucalgary.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

THE UNIVERSITY OF BRITISH COLUMBIA

CANADA RESEARCH CHAIR (TIER I) EARLY CHILDHOOD EDUCATION

The University of British Columbia is accepting applications and nominations for a Tier I Canadian Research Chair in Early Childhood Education with a scholarly background in studies of children from an early age, in informal and formal settings, including the nature and role of school and community in the educational development of diverse learners. We will consider excellent applicants and nominees in a broad range of areas. Examples include, but are not limited to: emergent literacy, play, child care, infant and early childhood intervention programs, history of childhood, philosophical perspectives on childhood, policy studies, aesthetic, music, motor development, cognitive, social and linguistic development in young children.

The Canadian Research Chair program (http://www.chairs.gc.ca/) has been established by the Canadian Federal Government with the purpose of attracting outstanding researchers to the Canadian university system. The successful candidate will be expected to have a strong record of scholarship and a commitment to research leadership. Candidates for these Tier I Chairs are described by the Canada Research Chairs Program as "outstanding experienced individuals acknowledged by their peers as world leaders in their research fields". The successful candidate would also have a superior record in attracting and supervising graduate students and post-doctoral fellows, as well as a research program that is innovative, original and of high quality to attract excellent trainees, students and future researchers. The successful candidate will be expected to be involved in both the teacher education and graduate programs.

The Faculty of Education within The University of British Columbia involves a rich, diverse set of researchers from a range of disciplinary areas and includes a comprehensive set of programmatic offerings at the baccalaureate, magisterial and doctoral levels. It is considered one of the leading Faculties in the world in the area of research and research linkages. Studies in Early Childhood Education are cross-departmental and faculty-wide. For further details about the Faculty, please visit our website at http://www.educ.ubc.ca/.

The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. Canada Research Chairs are open to individuals of any citizenship. Offers will be made in keeping with immigration requirements associated with the Canada Research Chairs program. Interested individuals should send a CV, list of publications, description of proposed research and interests and the names and contact information and qualifications of six referees to: **Dr. Rob Tierney, Dean, Faculty of Education, The University of British Columbia, 2125 Main Mall, Vancouver, BC, V6T 1Z4, Canada.** Dr. Tierney can be contacted by phone (604-822-5757), fax (604-822-6501) or e-mail (dean.educ@ubc.ca). The deadline for applications and nominations is **June 30, 2002**.

cations and all supporting documentation to Dr VV. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax (905) 526-0852. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications and nominations for a Canada Research Chair (Tier 1) position in the Human Resources and Management Area. In keeping with expectations of the Canada Research Chairs (CRC) program, the successful candidate should exhibit the following attributes: PhD in Organizational Behaviour, Human Resources or a related area of management an outstanding and innovative researcher whose accomplishments have had a major impact on his or her field, international recognition as a leader in his/her field; a superior record of attracting and supervising graduate students, the ability to establish a world class research program that is innovative, original, and of high quality; and a solid track record of obtaining research funding (e.g., SSHRC, NSERC, CIHR). The successful candidate is expected to demonstrate leadership at McMaster University in his or her field of research, establish a vigorous, externally funded research program, and teach at the graduate level and add significant value to the doctoral program. Candidates and nominees should have a research program within at least one of the following broad strategic research areas: Organizational Behaviour Human Resources Management Environment and Health. Further information on the CRC program can be viewed at http://www.chairs.gc.ca. A summary of McMaster University's Strategic Research Plan can be found at http://www.chairs.gc.ca/english/research/strategic/strategic/MacMaster.pdf. (McMaster is misspelled in the link). Applications complete with a curriculum vitae and the names of three references should be sent to: Dr. VV Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. The Michael G. DeGroote School of Business at McMaster University is home to about 1,500 undergraduate students and about 500 MBA students. The Human Resources and Management Area houses one of the two PhD Programs in the School of Business, with an enrolment of about ten doctoral students. The Area is seeking to expand the PhD program and it is expected that the successful candidate will contribute substantially to this initiative. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Evaluation of candidates will begin on June 1, 2002 and will continue until the position is filled.

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting in Fall, 2002, subject to budgetary approval. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research expertise in one or more of the following areas. Human Resources/Strategic HR, Industrial Relations, or Organizational Behaviour. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels and the ability to supervise doctoral candidates. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca.

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for five (5) tenure-track positions at the Assistant Professor level, starting in July 1, 2002. preferences will be given to candidates with demonstrated high quality teaching and research expertise in eBusiness as related to any of the following areas. Finance and Business Economics: corporate finance, investments, market microstructure, financial institutions, international finance, applied micro policy, industrial organization and energy economics. Management Science & Information Systems: supply chain management with interest in operations management. Human Resources & Management: human resources/strategic, industrial relations or organizational behaviour. Marketing. Business Policy & International Business: health services management, management of innovation and new technology, new product marketing, electronic marketing, channel marketing, business-to-business marketing, retail marketing, financial services marketing, international strategy for the high technology sector and business policy/strategy with a strong interest in health services management. Accounting and Financial Management Services: auditing, EDP auditing, information systems and/or advanced financial accounting. The candidate's PhD should be completed or close to completion by the commencement of the appointment. Preference will be given to candidates whose research and teaching interests span across two or more domains. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr VV Baba, Dean, Michael G DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for the Wayne C. Fox Chair in Business Innovation in the Management Science and Information Systems Area. The Chairholder is a senior tenured appointment commencing July 1, 2002. Suitable candidates shall be internationally recognized for their contributions in eBusiness and in the general area of Business Innovation and shall be actively engaged in research. The Chairholder will play a key role in McMaster University's plans to enhance and expand its already existing strengths in this new and important technological field. The School of Business offers a PhD program in Management Science/Systems field with Information Systems/eBusiness and Management Science/Operations Management as two possible subfields. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding, and publication of research results in major scholarly outlets. The Chairholder is expected to contribute to the academic programs as well as the School's initiatives with the business community. The Chairholder shall undertake teaching at a reduced load and be expected to perform other normal duties of a faculty member within the School of Business. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Applications will be considered until the position is filled. Send applications and all supporting documentation to Dr. V.V. Baba, Dean, Michael G DeGroote, School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4, Email: baba@mcmaster.ca, Fax. (905) 526-0852. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

Memorial University of Newfoundland

FACULTY POSITIONS
School of Social Work

Memorial University of Newfoundland, School of Social Work invites applications for three faculty positions: two tenure-track at the rank of associate or full professor, and one contractually-limited, one-year appointment at the rank of assistant professor.

The School offers generalist undergraduate programs, a clinical MSW program and a PhD which prepares graduates for leadership in social work education, research and practice. All programs combine elements of in-class and distance delivery.

Incumbents in the tenure-track positions must be experienced educators with an ability to teach in all three programs, have a PhD or DSW, and have active and well-established programs of scholarly research and publishing.

The incumbent in the contractually-limited position must have an MSW, substantial post-MSW social work practice experience and an ability to teach in the BSW and MSW programs. Enrollment in doctoral studies and/or previous experience in teaching would be an asset. Incumbents in all three positions must be eligible for registration with the Newfoundland and Labrador Association of Social Workers.

The incumbents in the tenure-track positions will be expected to provide significant leadership to the School. One will assume the positon of Associate Director, Undergraduate Programs and will be responsible for guiding the development of the undergraduate curriculum, formulation and implementation of relevant policies and practices, and administration of associated operations. The second incumbent will assume the role of Senior Scholar. In addition to carrying out her or his own program of research and writing, the individual in this position will be expected to mentor and assist others in their scholarly development, and create and manage supports within the School which contribute to high levels of scholarly productivity. While the ideal candidates for these positions will have research interests in the areas of gerontology, child welfare, aboriginal studies or social work education, the School is prepared to consider applicants having other scholarly interests.

Applications will be reviewed upon receipt and these competitions will remain open until the positions are filled.

Committed to employment equity, Memorial University encourages applications from women, aboriginal peoples, disabled persons and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Memorial University is the largest university in Atlantic Canada. As the province's only university, it plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Application, including a current curriculum vitae and the names of three referees should be submitted to:

Dr. Shelly Birnie-Lefcovitch
Director, School of Social Work
Memorial University of Newfoundland
St. John's, Newfoundland A1C 5S7
Telephone: 709-737-8044; Fax: 709-737-3503
Email: slefcovi@mun.ca
Website: http://www.mun.ca/socwrk/

BUSINESS ADMINISTRATION

YORK UNIVERSITY — The School of Administrative Studies, Atkinson Faculty of Liberal and Professional Studies, invites applications for a tenure-track appointment at the Assistant or Associate level in Human Resources Management effective January 3, 2003 or earlier (appointment is subject to budgetary approval). Candidate qualifications are to include a PhD (completed or near completion) in Human Resources Management or a related area. Candidates with expertise in Selection, Compensation and/or International HRM are especially welcome to apply. As duties will include teaching and research in Human Resources management, candidates are expected to provide evidence of a scholarly research program and teaching competency at the university level. The School of Administrative Studies, located within the Atkinson Faculty of Liberal and Professional Studies is home to York University's largest undergraduate business, and HR programs, with more than 2500 business majors. At present, the School of Administrative Studies offers undergraduate degree (BAS and BHRM), as well as certificate programs in Human Resources. A proposal to offer a Masters Degree in HRM is awaiting OCGS approval. Information about these programs can be found at www.atkinson.yorku.ca/mhrm. Our students pursue studies in a flexible blend of full and part-time studies, and classes are offered during days and evenings in our trimester academic programs. Salary will be commensurate with qualifications and experience. The deadline for receipt of applications is July 1/2002. A letter of application, along with a curriculum vitae, three letters of reference, recent scholarly articles, and teaching evaluations should be sent to Dr. Brian Gabel, Director, School of Administrative Studies, Atkinson Faculty of Liberal & Professional Studies, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 (Telephone: (416) 736-5210; Fax (416) 736-5963). York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The School of Administrative Studies welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the Affirmative Action Office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

BUSINESS COMMUNICATION

SAINT MARY'S UNIVERSITY — The Department of Marketing invites applications for an Assistant Professor (tenure track) position teaching business communication. The successful applicant's primary responsibility will be teaching business writing in Managerial Communications, an undergraduate required course in the commerce faculty. The successful candidate may also have future opportunities to develop undergraduate and graduate level communication electives in commerce. Applicants considered for the position will have (or be near com-

pletion of) a PhD in communications or a related field, demonstrated potential for research and publication related to business, evidence of teaching excellence, and experience teaching either business writing or technical writing Saint Mary's University has the largest commerce program in the Atlantic Provinces, with offerings at the undergraduate, graduate and PhD level. The Commerce Faculty is housed in the recently constructed Sobey building. Applicants should mail their CV, cover letter and the names and addresses of three referees to Harold Ogden, Marketing Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 before September 30, 2002. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents

CHEMISTRY

THE UNIVERSITY OF NEW BRUNSWICK — Applications are invited for a continuing (tenure-track) position in synthetic chemistry The position is open to all levels and preference will be given to applicants whose research interests are related to the strategic research plan of the Department, namely in the areas of biological or pharmaceutical chemistry or materials science However, strong candidates in other disciplines will be given serious consideration. Qualifications required include a PhD and postdoctoral experience Demonstrated excellence in research and potential for effective teaching at the undergraduate and graduate levels are required Candidates should submit a curriculum vitae, a list of publications, a research proposal which must be prepared in NSERC form 101 format (www.nserc.ca), and a statement of teaching philosophy to: Dr. David MaGee, Chair, Department of Chemistry, University of New Brunswick, P.O. Box 45222, Fredericton, NB, E3B 6E2, Canada Applicants should arrange for three (3) letters of reference to be sent directly to the Chair Review of applications will begin on July 15, 2002 and will continue until the position is filled All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF ALBERTA — The Department of Chemistry plans to nominate a female scientist for an NSERC University Faculty Award Candidates are required, at the time of appointment, to have obtained a PhD in any branch of chemistry Strong demonstrated research potential and teaching commitment are essential A tenure-track appointment will be made available to the successful candidate conditional upon their receipt of the NSERC University Faculty Award Candidates must be women and Canadian citizens or permanent residents of Canada who are not currently holding or have previously held a tenured or tenure-track position in a Canadian University. In accordance to Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The closing date for applications is August 31, 2002. Applications, including a statement of research and teaching interests, curriculum vitae and three letters of reference should be sent to Dr. Martin Cowie, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2 The appointment will commence on July 1, 2003 and according to NSERC rules the starting date must be no later than September 1, 2003 For further information on this position contact Dr. Cowie at Tel: (780) 492-3249, Fax: (780) 492-7830, E-mail: chair@chem.ualberta.ca or visit our website at www.chem.ualberta.ca Additional information concerning award conditions can also be obtained from the NSERC web site www.nserc.ca/programs/vchold_e.htm. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

CLASSICAL STUDIES

THE UNIVERSITY OF WATERLOO — The Department of Classical Studies has a one or two-year definite term appointment (depending on qualifications) starting September 1, 2002. Teaching duties will include a variety of courses in Classical Civilization as well as language courses in ancient Greek and/or Latin. Completion of the PhD is desirable. Closing date for applications is June 28, 2002. Please send a curriculum vitae, and arrange for three letters of reference to be sent to Dr. Riemer Faber, Chair, Department of Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1 (fax. 519-746-7881); email rfaber@watarts.uwaterloo.ca). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities The appointment is subject to the availability of funds.

COMPUTER SCIENCE

THE UNIVERSITY OF WINDSOR invites applications for tenure-track (rank open) and lecturer faculty positions in the School of Computer Science commencing July 1, 2002 and a SHARCNET Chair in Distributed High Performance and Grid Computing commencing January 1, 2003 Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253 3000, Ext. 2990, Fax: 519 973 7093, Email: garabon@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

EARTH & ATMOSPHERIC SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Science is seeking a dynamic individual who has demonstrated research interests in environmental change and/or processes in Arctic Canada (e.g., permafrost, sea ice, glaciers, hydrology, biogeography, ecology, environmental contaminants, climate change). The department has an exceptionally strong group of northern researchers, including a recently named NSERC Northern Research Chair. The person selected for this position will further strengthen this research group by developing an active research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research programs in various aspects of northern and Arctic Canada The department is exceptionally well equipped with state-of-the art analytical equipment and has an international reputation for teaching and research. Detailed Information on the department can be found on World Wide Web at: http://www.ualberta.ca/EAS. The appointment of this position will be at the Assistant Professor level. Applicants must hold a PhD degree and have a proven research record The appointment will commence on July 1, 2003 providing a suitable candidate can be found. All qualified candidates are encouraged to apply however, Canadians and permanent residents will be given priority. Applications, including a resume and statement of research interests should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3 (Fax. 403-492-8190). Applications by e-mail will be declined Applicants should also arrange for three letters of reference to be sent to the Chair Deadline for receipt of applications and letters of reference is September 15, 2002. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EARTH & OCEAN SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Earth & Ocean Sciences invites applications for a tenure-track faculty position in the area of sedimentology/stratigraphy Appointment will be at the Assistant Professor level except in the case of a woman of exceptional qualifications who may be appointed at a higher rank. The position will be available as early as January 1, 2003 but is subject to final budgetary approval. Candidates from all relevant fields of Science and Engineering are encouraged to apply. We seek an exceptional scientist whose research enhances and extends our existing strengths. In particular, we seek candidates whose research is applicable to the field of exploration and exploitation of fossil fuels or environmentology of fossil fuel extraction or utilization A PhD is required by the commencement date. Teaching at the undergraduate and graduate level is expected The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply;

Laurentian Laurentienne
UNIVERSITY·UNIVERSITÉ

Assistant Professor Physics & Astronomy

The Department of Physics and Astronomy at Laurentian University invites applications for a three-year term appointment at the Assistant Professor level effective July 1, 2002.

Applicants must have a PhD in physics with preference being given to candidates specializing in medical physics who have membership in the Canadian College of Physicists in Medicine, or equivalent. Successful candidates will be expected to teach at the undergraduate and graduate level and to conduct research in a field related to the department's specialties. These include medical or biomedical physics possibly in collaboration with colleagues at the North Eastern Ontario Regional Cancer Centre, neutrino astrophysics and trace radioisotope research at the nearby Sudbury Neutrino Observatory, and condensed matter physics. While it is anticipated that the appointment will be in an area related to medical physics, other qualified physicists are invited to apply, in which case preference will be given to applicants with postdoctoral or equivalent experience. The department has an M.Sc. graduate program in Applied Physics, and a biomedical physics undergraduate program in addition to general and honours physics degree programs. This position requires teaching in English.

In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. Applications will be accepted until the position has been filled. Applicants should send curriculum vitae, and should arrange to have three letters of reference sent to:

Chair of Search Committee
Department of Physics and Astronomy
Laurentian University, Sudbury, Ontario P3E 2C6
Fax: (705) 675-4868
E-mail: physics_chair@laurentian.ca

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

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McGill

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Faculty Lecturer in Music Theory

The Department of Theory is inviting applications for a one year, non-tenure-track appointment at the rank of Faculty Lecturer. The appointment will commence September 1, 2002, and will normally be renewable annually to a maximum of three years Applicants should hold a PhD but those close to completion are encouraged to apply. Preference will be given to applicants with a specialisation in 19th and 20th century music theory and analysis. Duties will entail the teaching of undergraduate theory courses at all levels, including the teaching of qualifying year theory courses for graduate students

Applicants should submit a curriculum vitae and statement of research interests, and arrange to have three letters of reference sent to:

Chair, Department of Theory
Faculty of Music, McGill University
555 Sherbrooke Street West
Montreal, Quebec, H3A 1E3

Deadline **July 5, 2002** or when the position is filled.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents McGill University is committed to equity in employment

www.mcgill.ca

University of Alberta
Edmonton

Dean, Faculty of Extension

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Extension.

The University of Alberta has a driving vision, shared by the Faculty of Extension: to be indisputably recognized, nationally and internationally, as one of Canada's finest universities and among a handful of the world's best.

The Faculty of Extension has a strong mandate from the University of Alberta with general responsibility for lifelong learning and outreach, and special responsibility to serve learners whose needs are not met through other academic programs. Leadership in the adoption of new academic technologies for learning and ongoing development of programming for the new TELUS Centre for Professional Development are key university-wide responsibilities. With over 120 staff, 15.5 of which are tenure track academic appointments, and an annual gross expenditure budget of $14 million, the Faculty realizes its mandate through a broad range of programs and services. These include a graduate degree in Communications Technology, over 30 other credential-bearing programs, an array of personal development offerings, specialized on-line and community-oriented services, and additional technical assistance and research services. The Faculty operates from two modern and technologically advanced facilities on campus: the University Extension Centre and the new TELUS Centre for Professional Development.

The Dean's primary task will be to initiate, lead and facilitate active engagement of the Faculty with other University Faculties and with numerous external communities. S/he provides leadership to the Faculty and supports the Faculty's 13 academic and administrative units. This involves creation, development and maintenance of an environment in which the mission and vision of the University are supported at the Faculty level. The Dean's success will substantially depend on his or her abilities to work in an environment of ongoing cooperation and partnership, and the ability to convey the vision and mandate of the Faculty to the University both internally and externally. The Dean must also be able to work effectively within a cost-recovery environment and advance the Faculty's research culture.

The Dean reports to the Provost and Vice-President (Academic) of the University of Alberta and is responsible for the supervision and administration of the academic program, budget and all activities of the Faculty. Candidates should have a demonstrated capacity for collegial leadership, a well-developed appreciation of lifelong learning, strong academic qualifications, proven administrative ability and must be committed to excellence in teaching and research.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.

The appointment will take effect July 1, 2003 or as soon as possible thereafter. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by September 30, 2002 to:

Dr. D R Owram, Provost and
Vice-President (Academic)
2-10 University Hall
University of Alberta
Edmonton, Alberta T6G 2J9
E-mail: provost@ualberta.ca

For additional information see www.extension.ualberta.ca/deansearch

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

however, Canadians and permanent residents of Canada will be given priority. For more information about the department and this position, visit our web site at www.eos.ubc.ca. Applicants should send their curriculum vitae, a statement of research and teaching interests, and the names and contact information (including e-mail addresses!) of three referees to Dr. Paul Smith, Head, Department of Earth & Ocean Sciences, the University of British Columbia, 6339 Stores Road, Vancouver, British Columbia V6T 1Z4. Applications will be considered until October 11, 2002.

EARTH SCIENCES

CARLETON UNIVERSITY — Geophysics Seismology, mineral exploration. Two tenure-track faculty positions in the Department of Earth Sciences are offered at the Assistant Professor or Associate Professor level. Funding is provided by an Ontario Challenge Fund project, through which Carleton University is collaborating with the University of Western Ontario and Queen's University in the formation of a network of research excellence in geophysics. The network aims to improve knowledge of Earth dynamics to make practical advances in the fields of seismic hazard evaluation and mitigation, early earthquake warning systems, and mineral/petroleum resource exploration. Research will maximize benefits to Ontario of the POLARIS infrastructure, a network of 90 geophysical observatories funded by the Canada Foundation for Innovation and the Ontario Innovation Trust. Candidates will contribute to teaching within the Department's core program, and establish a successful research program within the framework of the collaborative Geophysics Research Network. Assistant Professor, Engineering Seismology: The candidate will pursue research in engineering seismology, including seismic hazards and early earthquake warning systems. Assistant Professor, Applied Geophysics: The candidate will pursue research in applied geophysics, including the use of MT and other techniques in mineral/petroleum exploration. Please visit www.earthsci.carleton.ca for more information about the Department's diverse academic and research activities, faculty, and related topics; and www.polarisnet.ca for information about the POLARIS project. Ottawa is Canada's national capital, home to three universities, the Geological Survey of Canada and other government laboratories, along with a diversified high technology industry. The city is culturally diverse, and well known for its recreational opportunities. A curriculum vitae and covering letter should be sent by regular mail to Professor Gail Atkinson, Chair of Search Committee, Dept. of Earth Sciences, Carleton University, 1125 Colonel By Dr., Ottawa, Ont. K1S 5B6, or via fax to 613-520-2569, or via email in MSWORD to gma@ccs.carleton.ca. Closing date of applications is August 1, 2002, with a proposed start date of Nov. 1, 2002 (negotiable). The positions are subject to final budgetary approval. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority.

THE UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences and the Department of Biological Sciences are jointly seeking an individual who specializes in Geographic Information Systems. This position will interact closely with our Natural Sciences and Engineering Research Council of Canada (NSERC)-Industrial Chair in Integrated Landscape Management and become part of a large multi-disciplinary initiative that uses GIS to address effects of human activities on the environment. Specifically, this individual should have demonstrated experience with land use and land cover change, cellular automata, and/or pattern recognition. The Departments of Earth and Atmospheric Sciences and Biological Sciences have international reputations for excellence in teaching and research. The successful candidate will also be expected to enhance that reputation by establishing an innovative, rigorous, and externally funded research program that will include the supervision of M.Sc. and PhD candidates and interaction with other faculty members who are engaged in related research programs. Detailed information on the faculty and facilities in these departments can be found on the World Wide Web at http://www.ualberta.ca/EAS and http://www.biology.ualberta.ca. The appointment for this position will be at the Assistant Professor level. Applicants must hold a PhD degree at the time of appointment and have a proven research record and demonstrate excellence in teaching. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications, including a resume and a statement of research interests, teaching philosophy, and the names of three referees who can supply confidential letters of reference should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, T6G 2E3, Canada (Fax 780-492-8190). Applications sent by e-mail will be declined. Deadline for receipt of applications is September 15, 2002. The records arising from the competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EDUCATION

SIMON FRASER UNIVERSITY — The fellowships, tenable from September 1, 2002, to August 31, 2003, will be attached to the Imagine Education Research Group (www.erg.net) and will pay a stipend of approximately $35,000 p.a. The successful applicants will work with teachers and administrators to explore and implement forms of teaching and learning that emphasize students' imaginative engagement. The positions are funded through Kieran Egan's Canada Research Chair in Education, and some familiarity and sympathy with his work would be an advantage. Send a letter explaining your interests and background, together with a curriculum vitae and a sample of recent scholarly work, to Ieiq, Faculty of Education, Simon Fraser University, Burnaby, B.C. Canada V5A 1S6. Applications are welcome until the positions are filled."

THE OKANAGAN UNIVERSITY COLLEGE (Kelowna Centre) invites applications for a tenure-track position in the Faculty of Education in the area of Secondary Science-Math Education at the rank of Assistant Professor commencing July 1, 2002 or as soon as possible thereafter. This is an exciting opportunity to be involved in a new secondary teacher education program (startup September 2002) within a university college engaged in change and growth. The Faculty of Education is committed to student-centered, constructivist based, reflective approaches to learning, teaching and inquiry. For further details about the Faculty, visit our website at www.ouc.bc.ca/ed. Required qualifications include a PhD in Science-Math Education. Applicants close to completion of their doctoral thesis may be considered at the rank of Lecturer. School teaching experience and strong research capability/experience are expected. Applications will include: a letter of application describing the applicant's teaching experience, scholarly interests and achievements, and potential contributions to the Faculty; a current curriculum vitae, example of recent course outline; and a sample of scholarly work. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please note: This position is subject to budget approval. Please submit your complete application, quoting Competition No. 37FACD2, and arrange for three letters of reference to be sent directly from the referees, by June 15, 2002 to: Dr. Ron Goddard, Dean, Faculty of Education, Okanagan University College, 3333 College Way, Kelowna, BC V1V 1V7. Applications may be faxed to (250) 470-6084, or e-mail your application to: goddard@ouc.bc.ca. E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at: http://www.ouc.bc.ca/jobpostings. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada.

CONCORDIA UNIVERSITY — The Department of Education at Concordia University's Faculty of Arts and Science invites applications for a limited-term appointment in the field of Educational Technology. Candidates must be able to teach in the area of educational computing as well as one or more of the following areas: human performance technology; research methods; distance education; cognitive sciences, multimedia design; and formative evaluation. Preference will be given to applicants with a completed or near-completed PhD. A knowledge of french is an asset. This is a full-time position, beginning August 15, 2002 and ending May 31, 2003. This position is normally at the rank of Assistant Professor or Lecturer. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications (if applicable), a statement of teaching interests and the names of three referees. Hiring is subject to budgetary approval. Review of applications will begin on June 14, 2002 and continue until the position is filled. Applications should be sent to: Prof. Ellen Jacobs, Chair, Department of Education, 1455 de Maisonneuve Blvd. West, Suite LB-583, Montreal, QC., H3G 1M8, or by e-mail to: jacobs@vax2.concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

CONCORDIA UNIVERSITY — The Department of Education at Concordia University's Faculty of Arts and Science invites applications for a limited-term appointment in the field of English as a Second Language (ESL). Candidates must have extensive experience in teaching English as a Second Language, including English for academic purposes in a university or college setting. Candidates must also have demonstrated expertise in developing teaching materials and be willing to participate in curriculum development. Candidates must hold a graduate degree in TESL, Applied Linguistics or a related field. Preference will be given to applicants who have a research program investigating issues related to academic writing. This is a full-time position, beginning August 15, 2002 and ending May 31, 2003. This position is normally at the rank of Assistant Professor or Lecturer. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications (if applicable), a statement of teaching interests and the names of three referees. Hiring is subject to budgetary approval. Review of applications will begin on June 14, 2002 and continue until the position is filled. Applications should be sent to: Prof. Ellen Jacobs, Chair, Department of Education, 1455 de Maisonneuve Blvd. West, Suite LB-583, Montreal, QC., H3G 1M8, or by e-mail to: jacobs@vax2.concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

EDUCATIONAL ADMINISTRATION

THE UNIVERSITY OF SASKATCHEWAN — The Department of Educational Administration invites applications for one Tenure Track position at the rank of Assistant Professor and two two-year Term positions up to Associate Professor level. Applicants will have a PhD and administrative experience. Preferred areas of expertise are administrative leadership, planning and data-based decision making, technological leadership and law. The duties include teaching at the undergraduate and graduate levels and scholarly research, as well as working on an international project in the Caribbean. The Department has a commitment to the undergraduate program, however, the majority of its work is at the graduate level. It offers a Masters (non-thesis and thesis) as well as a PhD program. The University of Saskatchewan and the Department is committed to the teacher-scholar model. Department research areas include rural education, school effectiveness and learning communities, restructuring and governance, leadership and leadership ethics, and Aboriginal leadership and governance. Located within the Department is the Saskatchewan Educational Leadership Unit. The Department through the Leadership Unit annually hosts the Saskatchewan Principals' Short Course and the Congress on Rural Education. As well, the Department

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UNBC

College of Science & Management

Business Administration Program

The University of Northern British Columbia, College of Science & Management, invites applications for the following tenure track positions within the Business Administration Program at the rank of Assistant, Associate or Full Professor:

Accounting

Successful candidates will possess a Ph.D. (or be near completion) in Accounting; show evidence of strong research productivity or potential commensurate with appointment rank; and have demonstrated the capability for effective undergraduate and graduate teaching. **Reference #FABU08-02B**

Finance

Successful candidates will possess a Ph.D. (or be near completion) in Finance; show evidence of strong research productivity, or potential, commensurate with appointment rank; and have demonstrated the capability for effective undergraduate and graduate teaching. **Reference # FABU09-02B**

Organizational Behavior/Human Resource Management/Industrial Relations

Successful candidates will possess a Ph.D. (or be near completion) in Organizational Behavior/Human Resource Management/Industrial Relations; show evidence of strong research productivity or potential commensurate with appointment rank, and have demonstrated the capability for effective undergraduate and graduate teaching. **Reference # FABU10-02B**

Marketing

Successful candidates will possess a Ph.D. (or be near completion) in Marketing with interests in one or more of Consumer Behavior, International Marketing, Electronic commerce/Internet Marketing; show evidence of strong research productivity or potential commensurate with appointment rank, and have demonstrated the capability for effective undergraduate and graduate teaching. **Reference # FABU11-02B**

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses), quoting the appropriate **Reference #**, to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Bill McGill, Dean, College of Science and Management, at (250) 960-5755. Fax: (250) 960-5537. Email: mcgill@unbc.ca.** Applications received before **June 15, 2002** will receive full consideration, however applications will be accepted until the position is filled. Appointments are expected to commence as soon as possible.

For more information, visit our website: **www.UNBC.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

The University of Northern British Columbia is a small, research-intensive university with an enrollment of 3,500 students in more than 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life in central British Columbia. As the largest academic program at the university, the Business Administration program offers majors in Accounting, Finance, International Business, Marketing and General Business to more than 500 students enrolled in the Bachelor of Commerce degree. Prince George, B.C. is a dynamic and youthful city with a population of approximately 80,000. The community offers a combination of modern amenities, cultural activity and accessibility to outdoor recreation.

Saskatchewan Indian Federated College

Faculty Positions
Health Sciences

The SIFC is a First Nations controlled University in Canada with approximately 1300 full time students enrolled. Since inception in 1976, SIFC has earned an international reputation as a visionary academic leader.

The Positions: Saskatchewan Indian Federated College (SIFC), the Saskatchewan Institute of Applied Science and Technology (SIAST) and the University of Saskatchewan, College of Nursing are partners in an innovative nursing program. The SIFC invites applications for the following positions, Coordinator of Health Sciences and two faculty positions, from individuals who have a demonstrated interest in and passion for working within the Aboriginal context.

Coordinator of Health Sciences
The ideal candidate will have a PhD in Nursing or a related discipline, or a Masters Degree with progress towards a PhD, or a willingness to complete a PhD in a specified timeframe and be eligible for registration with the Saskatchewan Registered Nurses Association (SRNA). The candidate will have a minimum of five years experience in health or educational administration, strong leadership and administrative skills, excellent communication with sound negotiation and professional skills, and a successful background leading in health programs.

Faculty Positions in Health Sciences
The ideal candidates will provide clinical and classroom teaching based on a background that includes a Masters Degree in Nursing or a related discipline, or a BScN with progress towards a Masters Degree. A minimum of two years relevant nursing experience and eligible for registration with the Saskatchewan Registered Nurses Association (SRNA) membership are requirements. Experience in Maternal Child Care, Medical-Surgical Nursing, Gerontology, northern nursing and previous teaching experience (including the use of distance education technology) will be assets.

Fluency in a First Nation's language is an asset and ability to work with Elders is an expectation. Start date for all appointments will be July 1, 2002 or as soon as possible thereafter. These positions are term contract positions with the option for renewal contingent on funding and program continuation. More information about SIFC & the above departments may be found at: http://www.sifc.edu.

Application Process: Qualified individuals are invited to send a letter of application complete with Curriculum Vitae, transcripts and/or degrees, the names, address and contact numbers of three references.

Closing Date: Positions will remain open until filled.

Apply in writing to: **SIFC, Human Resources, Rm 118, College West, University of Regina, Regina, SK S4S 0A2; Ph: (306) 790-2241; Fax: (306) 584-2921; Email: jcyr@sifc.edu.**

will be the centre for the Journal of Educational Administration and Foundations for the next three years. The Department is very active in doing research and consulting work at the school division and international levels. Candidates should submit a covering letter, curriculum vitae, sample writing, and the names of three references to: Dr. Larry Sackney, Acting Department Head, Department of Educational Administration, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan, S7N 0X1. Further information can be obtained by telephoning 306-966-7626 or emailing: larry.sackney@usask.ca. Applications will be received until the positions are filled. The expected starting date is July 1, 2002, pending availability of suitable applicants. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ENGINEERING

THE UNIVERSITY OF WESTERN ONTARIO has established a new interfaculty program in Biomedical Engineering (BME) through its Faculties of Engineering, and Medicine & Dentistry, and in partnership with hospitals and medical research institutes in London, Ontario. The University has secured a Whitaker Foundation grant to help provide initial funding for the program (Further information may be obtained from www.engga.uwo.ca/research/biomed/.) Applications are invited for a new tenure track (probationary) faculty position, in the areas of image-guided therapy and surgery, or medical imaging. The position is planned to be a joint position between the Department of Medical Biophysics, Faculty of Medicine & Dentistry, and the Department of Electrical and Computer Engineering, Faculty of Engineering. It is expected that the appointment will be made at the Assistant Professor level but an appointment will be considered at the Associate Professor rank if qualifications warrant such a rank. The successful candidate will hold an appropriate PhD degree and will be required to teach in assigned areas, and to supervise graduate students and conduct research. He or she will be encouraged to register as a Professional Engineer. Preferred candidates will have research experience in minimally invasive therapy and surgery, and/or medical imaging. Related research at Western is currently carried out in 3D ultrasound systems for diagnosis and therapy, multimodality image guided surgery and therapy, image processing and visualization, and imaging instrumentation. Investigators have access to state of the art imaging facilities such as whole body 4T MRI, 3T neonatal imaging, and high frequency ultrasound. Researchers in both Faculties, involving Medical Biophysics and Electrical and Computer Engineering, recently have been awarded three major interdisciplinary CFI grants (Canada Foundation for Innovation), (i) Multidisciplinary Facility for Computational Microscopy of Living Tissues, (ii) Surgery and Therapy Simulation Facility (STSF), and (iii) Minimally Invasive Robotic Surgery. Thus, the successful candidate will join a world class research team of scientists focusing on many frontier research projects, and will collaborate with researchers from the Robarts Research Institute (RRI) and the Lawson Health Research Institute (LHRI). For details about the research programs see http://www.ices.on.ca for RRI, and http://imweb.sjhc.london.on.ca for LHRI. Interested candidates should send their curriculum vitae and the name of three references to Dr. Franco Berruti, Dean, Faculty of Engineering, The University of Western Ontario, London, ON, N6A 5B9. The deadline for receipt of applications is July 1, 2002 or until the position is filled. The appointment start date is September 1, 2002. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF NEW BRUNSWICK — The Department of Mechanical Engineering, Fredericton, invites applications for a 9 month term faculty position at the Lecturer level. Applicants should be prepared to teach in the areas of Fluid Mechanics and/or System Dynamics. At this time, Mechanical Engineering has a complement of 14 faculty, 230 full time undergraduate students and 25 graduate students. The department is fully accredited and offers degrees at the undergraduate, master's and doctoral level. Faculty members teach at both the undergraduate and graduate levels and are encouraged to develop their own interests in research. Collaborative efforts are encouraged within and outside the department and university. Information regarding the department may be found at www.unb.ca/ME. General qualifications: Earned doctorate in mechanical engineering or a related area. Review of applications will begin immediately. Applications with a curriculum vitae and names and address of three references should be sent to: Dr. G. Holloway, Acting Chair, Department of Mechanical Engineering, University of New Brunswick, 15 Dineen Drive, Fredericton, NB, E3B 5A3, e-mail: meceng@unb.ca, fax: 506-453-5025. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF NEW BRUNSWICK — Due to program expansion in computer and software engineering and research initiatives in environmental design and information/communications technology, the Department of Electrical and Computer Engineering at the University of New Brunswick in Fredericton invites applications for tenure-track positions at the Assistant / Associate Professor Level. All areas related to computer engineering and environmental design engineering will be considered, including software engineering, computer/communications networks, safety critical design, distributed, parallel, embedded and real time systems, microwaves, photonics, VLSI and communication electronics, power electronics, machines and renewable energy conversion. One position in particular is to collaborate with a newly established Chair in Environmental Design Engineering. Applicants should have an earned doctorate, a strong commitment to teaching and research, and be expected to qualify for and seek registration as a Professional Engineer. The University of New Brunswick has 8,000 full time students and 500 faculty members at its Fredericton campus. There are 310 undergraduate students, 45 graduate students and 20 faculty members in the Department of Electrical and Computer Engineering. The department offers degree programs in both Electrical and Computer Engineering, and recently initiated a Software Engineering Program in collaboration with the Faculty of Computer Science. The department is an active participant in both a Co-op and a professional experience program which places students across Canada. The search will continue until the positions are filled. Resumes, including three references, should be sent to Professor Eugene Lewis, Chair, Department of Electrical and Computer Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3, Canada, fax: 506-453-3589, e-mail: jelewis@unb.ca. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WATERLOO — Due to a major collaborative initiative involving the University of Waterloo, the government of the Province of Ontario and high technology industry, the Department of Electrical and Computer Engineering is inviting applications for a substantial number of probationary (tenure-track) positions at the Assistant/Associate Professor level. Research and teaching expertise and leadership is sought in all areas of Electrical and Computer Engineering — digital systems (including hardware/software codesign, formal verification, enabling technologies for e-commerce), software engineering (including software architecture/design, testing and maintenance, performance and network/distributed computing), communications and communication networks, control and systems engineering, energy and power, microwave, photonics and RF technology areas, circuit, VLSI and communication electronics disciplines (including integrated circuit design, digital imaging, materials and device areas). Applicants should have earned a doctoral degree in the Electrical/Computer/Software Engineering, Computer Science or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. Successful applicants will have access to outstanding teaching and research environments that have been developed and enhanced by a synergetic faculty. New faculty members are encouraged and helped in developing their individual programs and adding to the future direction of the department. The department offers two highly respected co-op undergraduate programs in Electrical Engineering and Computer Engineering which attract the top students in Canada. The department has launched a new Software Engineering degree program in conjunction with the Computer Science Department in the Fall 2001. The department has two strong graduate programs at the Master's (MASc) and doctoral (PhD) levels which attract equally outstanding graduate students both in Canada and abroad. The department currently has 250 full-time graduate students that are supervised by 52 full-time faculty members. The department has developed excellent teaching and research laboratories in all the key areas of Electrical and Computer Engineering. Laboratories exist and will be expanding in Microelectronics Fabrication, Wireless Communication (Centre for Wireless Communication), Software Reliability (Bell Canada Software Reliability Laboratory), Software Engineering, RF Technology, Speech, VLSI, Control and Power. These laboratories and research programs have been created by government and industry funding such as the Natural Sciences and Engineering Research Council of Canada, Communications and Information Technology of Ontario, Material and Manufacturing of Ontario, national research centres such as Micronet and the Canadian Institute for Telecommunications Research, Consortium for Software Engineering Research, Bell Canada (Software Reliability), and Ericsson Canada (Centre for Wireless Communication). The department has recently established two strategic new research initiatives. The first initiative is in partnership with Nortel Networks Inc. and the Computer Science Department. This led to the establishment of the Nortel Networks Institute for Advanced Information Technology. The second research collaboration is with Bell Canada Emerge and the University of Toronto. This led to the creation the Bell University Laboratories. These initiatives will provide excellent research opportunities for existing and new faculty members in many of the fast developing areas of Information Technology. These initiatives are fostering innovative interdisciplinary and multidisciplinary research between university and industry researchers. The University of Waterloo is located in an attractive two-university town of Waterloo, Ontario (population ~90,000, 100 km west of Toronto). Waterloo is at the apex of the technology triangle of Canada, a high-technology area in south-western Ontario. Interested candidates should send resumes to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. More information can be obtained at (http://www.ece.uwaterloo.ca) or by sending email to Professor Daniel Miller (millerd@kingcong.uwaterloo.ca). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca

Carleton UNIVERSITY

FACULTY OF PUBLIC AFFAIRS AND MANAGEMENT

The Eric Sprott School of Business

Subject to budgetary approval, Carleton University's Eric Sprott School of Business invites applications for a full-time tenure-track position in ***Management*** at the rank of Assistant Professor. The successful candidate is expected to teach undergraduate and graduate courses, supervise graduate students, conduct research, and participate actively in the ongoing development of our newly established Concentration in *Strategic Human Resources Management*. This position requires a Ph.D. or equivalent degree. The successful candidate must be able to teach and oversee common undergraduate and graduate Organizational Behaviour and Organizational Theory courses and must be able to supervise Ph.D. students working in cross-functional, interdisciplinary business related areas. A demonstrated interest and expertise in the HRM and/or Business Ethics area will be an asset, and strong demonstrated research skills are a must. The Eric Sprott School of Business, part of the Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers a Bachelor of Commerce with Honours degree, a Bachelor of International Business with Honours degree, a Masters of Business Administration and a Ph.D. in Management. Salary is competitive and commensurate with qualifications. This appointment will be effective July 1, 2003. The closing date for applications is September 30, 2002, or until the position is filled. Please send curricula vitae and names of three academic referees to Dr. Vinod Kumar, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: 613-520-2379, Fax 613-520-2532; email: director@business.carleton.ca; URL: http://www.business.carleton.ca

The Eric Sprott School of Business

The Eric Sprott School of Business invites applications for a full-time tenure-track position in Accounting at the rank of Assistant Professor for July 2003. The successful candidate is expected to teach undergraduate and graduate courses, supervise graduate students, conduct research, and participate actively in the ongoing development of our Accounting Concentration. The candidate should possess a Ph.D. or equivalent degree in Accounting, or be close to completing one, and demonstrate evidence of strong research and teaching skills.
The newly named Eric Sprott School of Business, part of the Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers Bachelor of Commerce with Honours, Bachelor of International Business with Honours, Master in Business Administration, and Ph.D. in Management degrees. Salary is competitive and commensurate with qualifications.
The closing date for applications is September 30, 2002, or until the position is filled.
Please send applications and three letters of references separately to:
Dr. Vinod Kumar, Director
Eric Sprott School of Business
Carleton University
1125 Colonel By Drive
Ottawa, Ontario, K1S 5B6, Canada
Tel: 613-520-2379; Fax: 613-520-2532; email: director@business.carleton.ca;
URL: http://www.business.carleton.ca.

School of Public Policy and Administration

Subject to budgetary approval, the School of Public Policy and Administration will be hiring for a tenure track position in the field of public sector management/governance at the rank of Assistant Professor commencing July 1, 2003. Candidates are expected to have a Ph.D. in economics, political science, sociology or a related discipline. The position involves teaching and research at the Masters and Doctoral level.
The School is a recognized centre of academic excellence in the fields of public policy, public management, and administration. It is the largest and oldest school of its kind in Canada, and is well known internationally. Its multi-disciplinary faculty are engaged in a wide and growing array of research projects, contract research, and innovative teaching programs.
Applications, with a curriculum vitae, graduate transcripts, and names and addresses of three referees should be sent to: Professor Gene Swimmer, Chair, Hiring Committee, School of Public Policy and Administration, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. The Committee will begin to review applications on October 1, 2002.

School of Journalism and Communication

Subject to budgetary approval, Carleton University invites applications for a tenure-track position at the rank of Assistant Professor in the Mass Communication program of the School of Journalism and Communication.
Areas of emphasis within the Communication degrees include: socio-cultural analysis of communication, international communication, history of communication, political economy of communication, and communication and technology. Candidates should be able to demonstrate teaching and research achievements in one or more of these fields.
Carleton University offers Ph.D., M.A., and B.A. programs in Communication. The successful candidate will be expected to contribute to all three degree programs.
Anticipated starting date of the appointment is July 1, 2003 (negotiable). Applicants should provide a detailed *curriculum vitae* and arrange for three letters of reference to be sent to:

Dr. Paul Attallah
Chair, Hiring Committee (Communication)
School of Journalism and Communication
Carleton University
1125 Colonel By Drive
Ottawa, Ontario
K1S 5B6

The closing date for applications is September 30, 2002, or until the position is filled.

Department of Political Science

Subject to budgetary approval, the Department of Political Science seeks applications for a tenure-track appointment at the rank of assistant professor effective July 1, 2003. The successful candidate will demonstrate expertise in Public Policy. Interests may include political communications or environmental research but applications are not limited to these specializations. An ability to teach research methods at the undergraduate level is an asset. Applicants must have a completed Ph.D. and a commitment to effective teaching and scholarly research. All qualified candidates are encouraged to apply.
Applications, including curriculum vitae and the names of at least three referees, should be made to:

Professor Chris Brown, Chair
Department of Political Science
Carleton University
1125 Colonel By Drive
Ottawa, Ontario, Canada, K1S 5B6

The closing date for applications is September 30, 2002, or until the position is filled.

Department of Economics

Applications are invited for up to three tenure-track appointments, probably at the rank of Assistant Professor, starting in the 2003-2004 academic year, and subject to budgetary approval. The position requires a completed Ph.D. (or expected in 2003), evidence of high-quality research and good teaching potential. The Department is especially interested in candidates in the following areas: 1. Econometrics; 2. International Finance, Macroeconomics and Monetary Economics, 3. Public Economics.
To apply for this position, please contact A. R. M. Ritter, Chair, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa Canada, K1S 5B6 (E-Mail: arch_ritter@carleton.ca). The competition will remain open until the positions have been filled or until November 15, 2002. Applications should be submitted by mail and should include the candidate's Curriculum Vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair.

Department of Law

Subject to budgetary approval, Carleton University, Department of Law, Faculty of Public Affairs and Management, invites applications for up to three tenure track appointments at the rank of Assistant Professor. The positions are available July 1, 2003; however, early appointment may be considered.
Candidates should normally hold a doctoral degree in law, legal studies or a related discipline. Two positions will be filled by candidates with teaching and research interests in criminal law and justice.
For the third position, candidates are invited from any field of legal studies, but the Department is particularly interested in candidates with teaching and research interests in one of the following areas: economic analysis of law, globalization and human rights; social policy, including family law; or information technology.
The Department offers a B.A. in Law, and an M.A. in Legal Studies. It is a participating unit in new undergraduate programs in Public Affairs and Management, Human Rights, and Criminology and Criminal Justice. The unit is committed to research in legal studies, and a demonstrable interest in teaching and scholarship from an interdisciplinary and policy perspective is a distinct advantage.
The department will start examining files on September 1 and continue the search until the positions are filled.
Applicants are requested to forward a letter of application, their curriculum vitae, a summary of teaching experience, and detailed contact information for three referees to:

Professor Peter Swan
Chair, Department of Law
Carleton University
1125 Colonel By Drive
Ottawa, Ontario K1S 5B6
email: peter_swan@carleton.ca

All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

University of Prince Edward Island
Faculty of Education

Three Tenure Track or Term Faculty Positions
Assistant/ Associate Professor

- One Science Education faculty position
- Two faculty positions with expertise in one or more of Educational Foundations, Educational Psychology, Mathematics Education, Assessment, Technology, Language Arts, Quantitative Research Methodology.

Candidates should have a PhD or be near completion, be strong teachers and researchers and have experience in schools. Duties will include teaching at the undergraduate level and supervision of BEd students in their school practica. There will also be the opportunity to teach in the MEd or Diploma programs and to supervise graduate thesis work.

To apply: Send a curriculum vitae and three letters of reference to:

Dr. Graham Pike
Dean, Faculty of Education
University of Prince Edward Island
550 University Avenue
Charlottetown, PE C1A 4P3
Phone: (902) 628-4304
Fax: (902) 566-0416
E-mail: gpike@upei.ca

Applications will be accepted until the positions are filled.
Start date as soon as candidate is available.

The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority.

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UBC THE UNIVERSITY OF BRITISH COLUMBIA

UNIVERSITY HISTORIAN

The University of British Columbia seeks a professional historian to undertake the production of a history of the University. The work that is envisaged will examine the University in its social, political, and cultural contexts; follow its growth within the history of the province of British Columbia; and outline its part in the development of higher education regionally and nationally. The resultant work should be a one-volume history that is both scholarly and accessible to the general reader. It should be completed in time for the centennial of the provincial Act by which the University of British Columbia was established in 1908.

The University Historian will hold a part-time term or contractual position within the University and will report to the Vice-President, Academic. The salary will be commensurate with experience and qualifications. Responsibilities will include the supervision of graduate research assistants. Initial appointment will be for three years, renewable for a further three years upon review. Applicants should have a strong research and publication record, and a demonstrable interest in the history of higher education in Canada. Knowledge of the history of British Columbia is an asset.

Applicants should send a letter of application, together with a curriculum vitae and short examples or extracts from recently published work, to **Dr. Neil Guppy, Associate Vice-President Academic, University of British Columbia, 6328 Memorial Road, Vancouver, B.C., V6T 1Z2.** Applicants should also arrange for three letters of reference to be sent to the same address. The closing date for applications is Wednesday, **July 31, 2002.**

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority.

CANADA RESEARCH CHAIR
SCHOOL OF ENGINEERING

We invite applications for a full-time, tenured position in the School of Engineering commencing Sept 1, 2002 or soon thereafter. The intention is to appoint at the Full or Associate Professor level as appropriate. This is a new position created by the Canada Research Chair program. Applicants are to have a PhD degree in Engineering and be a Professional Engineer (or qualified and prepared to become a registered Professional Engineer), with an excellent track record in funding and publication in water resources engineering. The successful applicant will establish a strong research program and advise significant numbers of graduate students (M.Eng., M.Sc., and PhD). Accordingly, this position has a reduced teaching load. All water resource fields will be considered, however, the following areas are of particular interest: watershed management, drinking water treatment, urban water systems, pertinent risk management methodologies, and wastewater treatment. Please see http://www.uoguelph.ca/research/programs/crc/3a.html for additional information on the Canada Research Chair program at the University of Guelph.

The School of Engineering has 24 faculty, 16 staff, approximately 600 undergraduate students (37% of whom are female) and about 85 graduate students. It currently offers accredited undergraduate programs in Biological Engineering, Engineering Systems and Computing, Environmental Engineering and Water Resources Engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $75 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrolment of over 15,200 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Additional information on the School can be found at http://www.eos.uoguelph.ca.

Applicatron deadline **August 1, 2002**

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aborginal Canadians, persons with disabilities, members of visible minorities and women.

Applications (including a CV and the names and addresses of three referees) should be submitted to **Dr. Lambert Otten, PEng., Director and Professor, School of Engineering, University of Guelph, Guelph, ON N1G 2W1.** Email: lotten@uoguelph.ca Fax: (519) 836-0227

UNIVERSITY of GUELPH

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering. More information can be found at: http://www.math.uwaterloo.ca/Faculty/SoftwareEng/. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director, Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, se-director@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. These positions are immediately available. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

ENGLISH

THE UNIVERSITY COLLEGE OF CAPE BRETON invites applications for a probationary tenure-track position at the rank of Assistant Professor to commence July 1, 2002. This position is subject to budgetary approval. Successful candidate will teach and coordinate expository writing courses at the introductory and advanced levels as well as playwriting. Secondary interests in writing in the media will be considered an asset. Candidates should have a PhD (or near completion) or an MFA in creative writing and expertise in teaching writing. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send a complete dossier including letter of application quoting the reference number ENG02045 on all correspondence, a curriculum vitae, academic transcripts and three letters of reference to the contact person no later than 4:00 p.m. June 19, 2002.

FRANÇAIS

UNIVERSITY OF WESTERN ONTARIO — Le Département de français à la Faculté des arts, est à la recherche d'un·e professeur·e de littérature française de la Renaissance et du XVIIe siècle et de théorie littéraire pour un poste probatoire, au rang de "Assistant Professor". Le candidat ou la candidate idéal(e) aura de l'expérience dans l'enseignement, un doctorat ou PhD, et un excellent dossier de publications dans les domaines mentionnés. Nous cherchons également des candidat·e·s avec expertise en littérature comparée. Les candidat·e·s devront avoir une parfaite maîtrise du français et de l'anglais. Date d'entrée en fonctions: le 1er septembre 2002. Ce poste est sujet à approbation budgétaire. Veuillez adresser un curriculum vitae et trois lettres de recommandation envoyées directement des répondants au Dr. Clive Thomson, Directeur, Département de français, The University of Western Ontario, London, Ontario N6A 3K7, avant le 15 juillet, 2002 (dossiers de candidature acceptés par courrier électronique: cthomson@uwo.ca). Tous·tes les candidat·e·s qualifié·e·s sont encouragé·e·s à postuler, toutefois la priorité sera accordée aux citoyen·ne·s et aux résident·e·s permanent·e·s du Canada. The University of Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversité dans le lieu de travail, elle encourage toute candidature provenant de femmes et hommes qualifiés, y compris les membres de minorités visibles, les autochtones, et les personnes handicapées.

GEOGRAPHY & ENVIRONMENTAL STUDIES

CARLETON UNIVERSITY — The Department of Geography and Environmental Studies seeks applicants for a tenure-track position at the Assistant Professor level beginning June 1st, 2003 (or January 1st, 2003) depending on candidate availability. The appointment is subject to budgetary approval. The position is associated with the award of an NSERC Senior Northern Research Chair to Dr. C.R. Burn. The research area of the position will be Northern Environmental Science. Preference will be given to applicants demonstrating research and teaching interests in the physical climatology of Arctic or Subarctic Canada, particularly at the micro- and meso-scales. Candidates should be able to teach undergraduate courses in microclimatology and physical hydrology. Candidates will be expected to develop an externally-funded field research program in northern Canada. Some support from the Research Chair will be available for graduate students supervised by the successful candidate. The Department espouses an integrative approach in addressing environmental problems, recognizing a need for awareness of both physical and social science aspects of these issues. Applicants must have completed the PhD or expect to do so within 12 months of appointment. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries regarding the position may be directed to Dr. Chris Burn (cburn@ccs.carleton.ca). Applications should include a letter describing research interests and teaching experience, a curriculum vitae, the names and addresses of three referees, and up to three reprints. Consideration of applications will begin on September 16th, 2002, but applications will be accepted until the position is filled. Dr. C.R. Burn, Chair, Search Committee, Department of Geography and Environmental Studies, Carleton University, 1125 Colonel By Drive, Ottawa ON K1S 5B6, Canada. The Department has well-established interests in Geocryology, and hosts the Geocryological Research Laboratory, a joint Carleton University-Geological Survey of Canada facility. The Department seeks to complement the expertise of its permafrost geoscientists and a recent appointment in biophysical aspects of the northern environment.

HISTORY

SAINT MARY'S UNIVERSITY — The Department of History invites applications for a nine month sessional appointment in Modern East Asian History. The successful candidate will be responsible for teaching our introductory full year survey course "East Asia: From Prehistory to Modern Times" as well as single semester upper level courses in Modern Japanese and/or Modern Chinese History. There will also be an opportunity for the successful candidate to teach a special topics seminar course in their area of research interest (subject to sufficient enrollment). The appointment will commence on September 1, 2002. Candidates with a completed, or nearly completed, PhD and teaching experience will be preferred. Applicants should send a letter of application, a c.v., and arrange to have three letters of reference sent to Dr.

Western

The University of Western Ontario

Lecturers or Assistant Professors
Bachelor of Administrative & Commercial Studies Program

The Bachelor of Administrative and Commercial Studies (BACS) Program, Faculty of Social Science, is one of the largest and fastest-growing undergraduate academic programs at The University of Western Ontario with over 1700 students. The only program of its kind at a Canadian university, the interdisciplinary BACS program offers four distinct areas of study: Finance and Administration; Organizational and Human Resources; Finance, Administration and Computer Science; and Commercial Aviation Management (CAM).

Applications are invited for a joint, full-time, limited-term appointment (up to five years) at the rank of Lecturer, or Assistant Professor (Ph.D required), in each of the following areas:

1. BACS and the Department of Economics
   Preference will be given to candidates with a PhD in Economics. The successful candidate will be expected to teach Finance in the BACS program. Duties in the Department of Economics may include undergraduate and graduate teaching, research, and some administrative duties.
2. BACS and the Department of Sociology
   Preference will be given to candidates with a PhD in Sociology. The successful candidate will be expected to teach in at least one of the following areas of the BACS program: Information Management and Decision Making; Industrial Relations and Labour Studies; Human Resource Administration and Planning; and in at least one of the following areas of the Sociology program: Labour Relations; the Sociology of Work; Modern Organizations.

In all cases candidates must demonstrate a strong commitment to teaching at the undergraduate level.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. Appointments are effective August 1, 2002.

A curriculum vitae (including the names of three references), and evidence of teaching proficiency should be forwarded to:

Professor Keith Fleming, Director
Bachelor of Administrative and Commercial Studies Program
Room 2040 Social Science Centre
The University of Western Ontario
London, Ontario, N6A 5C2

The deadline for receipt of applications is **June 30, 2002.**

These positions are subject to budgetary approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

Michael Vance, Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3 Fax (902) 420-5766. E-mail: history@stmarys.ca Web page: http://www.stmarys.ca The closing date for receipt of applications is May 17, 2002. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

THE UNIVERSITY OF WESTERN — The Department of History invites applications for a Limited-Term teaching appointment for up to three years in Canadian History at the Assistant Professor level commencing September 1, 2002. The successful candidate will be expected to teach service courses in Canadian business and labour history, and in Canada since 1929. An ability to teach courses relating to the Canadian and Ontarian north would be an asset. The appointment will require a full commitment to teaching, and salary will not be apportioned to reward research or service endeavour. Applicants must have a PhD in History, university-level teaching experience in their area of expertise, and a record of scholarly publication. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor J.I.B. Forster, Chair, Department of History, The University of Western Ontario, Social Science Centre 4328, London, Ontario, N6A 5C2, tel: (519) 661-3647, fax (519) 661-3010. The deadline for applications is Friday, June 30, 2002. This position is subject to budgetary approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority.

LABOUR STUDIES

McMASTER UNIVERSITY — A team of SSHRC funded researchers is seeking a post-doctoral fellow whose research interests centre on the automotive industry. The research team is examining Social Cohesion in the context of restructuring of the automotive industry in North America with particular focus on the parts sector. The team is particularly interested in the resegmentation of labour markets in this industry. Research is being conducted in Canada, the United States, Mexico and Europe. As well as working directly with the Social Cohesion research team, the successful candidate will have an opportunity to participate in research associated with the International Research Network on Autowork in the Americas (IRNAA) based at McMaster. IRNAA is a major labour oriented network of researchers from Mexico, the United States and Canada. The candidate would also have an opportunity to participate with researchers from the Auto21, a Network of Centres of Excellence studying the automotive industry. The fellowship is expected to begin September 2002. Applicants must have a completed PhD by the time the post doctoral fellowship begins. The appointment will be for one year, with the possibility of extension. Annual stipend is $35,000. This stipend may be supplemented with additional salary for teaching one or two courses. Please submit C.V., three letters of reference, a statement of research interests and a research program to Dr. Wayne Lewchuk, Director, Labour Studies, McMaster University, Hamilton, Ontario, L8S 4M4 by July 15, 2002. Applications can be faxed to (905) 528-1228. Further information can be found at http://www.socsci.mcmaster.ca/labrst/ or http://www.socsci.mcmaster.ca/workers. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

LIBRARY

THE UNIVERSITY OF WINDSOR'S Leddy Library invites applications for a tenure-track Data Reference Librarian position commencing September 1, 2002. Rank will be commensurate with experience. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, Windsor, Ontario, N9B 3P4, Tel: 519.253.3000, ext. 3161, Fax: 519.971.3638, E-mail: gebbett@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakrich, Director, Faculty Recruitment at 877-665-6608, (toll free) or recruit@uwindsor.ca.

LOGISTICS

THE UNIVERSITY OF MANITOBA — Applications are invited for a tenure-track position in Logistics/Supply Chain Management in the I.H. Asper School of Business at the University of Manitoba. The appointment will be at the Assistant Professor level. The position requires a strong research orientation and the ability to teach in several of the following areas: logistics, supply chain management, transport economics, transport management, operations management/production, or marketing. Duties include research, teaching at the undergraduate and graduate levels, and professional service for the Transport Institute, the University, and the community. Candidates must possess a PhD (or be near completion) in Logistics/Supply Chain Management or a closely related field. Candidates must have some record of publication, be actively engaged in a promising research program, and be motivated and able to contribute to our MBA and PhD programs. The deadline for applications is October 31, 2002. Salary is competitive and will depend on qualifications, experience, and research record. The appointment is effective July 1, 2003. The I. H. Asper School of Business is accredited by AACSB and is the principal business school in the province of Manitoba. The School offers undergraduate, MBA, and PhD degrees. It is composed of 54 full-time faculty members and provides substantial research funding for new faculty members. The School is located in a first-rate physical facility, and is equipped with state-of-the-art computer facilities. Visit the Web site of the Asper School of Business at: www.umanitoba.ca/management/. The Transport Institute, which is housed within the Asper School of Business, is one of Canada's prominent transportation research institutes. The Institute is composed of academics and professional staff who conduct applied research on transportation issues relevant to government and private companies throughout Canada. It is expected that the successful candidate will become an integral member of the Institute as it pursues its mission in the coming years. Visit the Transport Institute's Web site for more information at: http://www.umti.ca. The University of Manitoba is located in Winnipeg, a cosmopolitan city with a population over 650,000. The city offers all the facilities of a major city, but with the atmosphere of a smaller, more friendly city. Winnipeg provides a high quality of life and offers access to some of the most beautiful lake country and recreational facilities in North America. In addition, it boasts the lowest cost-of-living among major cities in Canada. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send their curriculum vitae to: Dr. Frederick A. Starke, Associate Dean and Chair of the Search Committee, The University of Manitoba, I.H. Asper School of Business, 318 Drake Management Centre, Winnipeg, MB R3T 5V4, Tel.: (204) 474-8510, Fax: (204) 474-7544, e-mail: fred_starke@umanitoba.ca.

UNIVERSITY OF WATERLOO

DIRECTOR, SCHOOL OF COMPUTER SCIENCE

Applications are invited for Director of the School of Computer Science at the University of Waterloo. The appointment as Director is for a three- or four-year term, renewable for an additional two-year term, commencing August 1, 2002 or as soon thereafter as can be arranged. Candidates should have relevant experience in an academic environment and a strong research record in an area of interest within the School. Demonstrated energy, innovation, leadership skills and relevant administrative experience are required, as well as a keen interest in leading a strong and active School.

The School of Computer Science, the largest of the five units in the Faculty of Mathematics, has 60 full-time regular faculty members, 35 technical and support staff members and more than 200 full- and part-time graduate students. Additional faculty and staff appointments are planned for the next several years. The School has a strong history of innovation, with demonstrated accomplishments in both basic and applied research, and extensive involvement with industry. The School attracts excellent students at both undergraduate and graduate levels, and prides itself on the strength of its teaching. More information is available through the School's web site: http://www.cs.uwaterloo.ca/.

The successful candidate will be appointed to a tenured position as Professor within the School, with salary at a level commensurate with qualifications and experience. Applications should be received as early as possible, and no later than July 31, 2002.

Send curriculum vitae and the names and addresses of three or more references to:

Professor Alan George, Dean, Faculty of Mathematics
University of Waterloo, Waterloo Ontario N2L 3G1

University of Waterloo

BUILDING A TALENT TRUST

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

ASSOCIATE DEAN OF ENVIRONMENTAL SCIENCES

The University of Guelph seeks applications or nominations for the Associate Dean of Environmental Sciences. The Associate Dean of Environmental Sciences is the chief academic administrator for an interdisciplinary Faculty that spans five colleges. Reporting to the designated dean, the Associate Dean is responsible for management and academic leadership of the Bachelor of Science in Environmental Sciences program, which currently has an enrolment of over 400 students. He or she will be a respected scholar in an area of environmental sciences, and is expected to play a leadership role in fostering scholarship in environmental research and teaching across the university. The Associate Dean is responsible for advocacy of environmental sciences both within the university at large and to the public. The position normally includes a tenured faculty appointment in one of the participating departments at the rank of Associate or Full Professor.

Information concerning the Faculty of Environmental Sciences, the participating departments and the university is available at http://ozone.crle.uoguelph.ca/fes/. Applications or nominations should include a curriculum vitae, a statement of interest, and the names of five references. They should be addressed to the Chair of the Search Committee: Dr. Peter Tremaine, Dean, College of Physical and Engineering Science, University of Guelph, Guelph, ON Canada N1G 2W1. Fax: 519-823-2808.

Evaluation of applicants will begin on August 15, 2002. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY of GUELPH

University of Alberta
Edmonton

Canada Research Chair in Pharmacy and Pharmaceutical Sciences

The Canada Research Chairs (CRC) program (www.chairs.gc.ca) has been established by the Government of Canada to foster world-calibre research excellence in Canadian Universities.

The University of Alberta (www.ualberta.ca) invites applications for a senior (Tier 1) Canada Research Chair in the field of Pharmaceutical Research and Development. This full-time tenured or tenure-track appointment will be in the Faculty of Pharmacy and Pharmaceutical Sciences. Candidates will preferably have a PhD in pharmacy or related discipline with specialization in nanopharmacy, drug delivery, pharmacogenomics, PET imaging, clinical research, or drug discovery.

Candidates will have an outstanding record of research accomplishment and attraction of research trainees. Teaching is expected at undergraduate and graduate levels. The Chair will have excellent opportunities to develop collaborative interactions with Pharmacy and other University faculty members with expertise in pharmaceutical oncology.

Applications are subject to review by the CRC Secretariat and appointment is conditional upon their approval.

The Faculty of Pharmacy and Pharmaceutical Sciences offers one of the strongest Pharmacy degree programs in Canada. The Faculty has 420 undergraduate and 60 graduate students, and the University of Alberta has approximately 30,000 students.

The University of Alberta is located in Edmonton, a vibrant, cosmopolitan city of 875,000 and the provincial capital. This friendly, affordable city offers a rich cultural life and diverse recreational opportunities. The campus is located adjacent to one of the largest municipal park systems in North America and is approximately 3.5 hours by car from the Canadian Rocky Mountains. The University of Alberta, in addition to having one of the most generous relocation expense policies of any university in Western Canada, also has the most comprehensive policy respecting spousal/partner employment amongst any university in Canada.

Applications will be considered until the position is filled. Interested individuals should submit a letter of interest, curriculum vitae, a description of research and teaching interests, and the names and addresses of three referees to:

Dean Franco M. Pasutto
University of Alberta
Faculty of Pharmacy and Pharmaceutical Sciences
3118 Dentistry/Pharmacy Centre
Edmonton, Alberta, Canada T6G 2N8
Telephone: (780) 492-0199
Fax: (780) 492-1843
E-mail: fpasutto@pharmacy.ualberta.ca

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Western

Assistant Professor & Lecturer
School of Nursing
Faculty of Health Sciences

The Faculty of Health Sciences, School of Nursing at The University of Western Ontario invites applications for 2 full time faculty positions effective January 1, 2003:

1. A probationary (tenure-track) position at the rank of Assistant Professor, to support its graduate and research programs in Nursing Administration and Health Services Delivery, Nursing Education, and Health Promotion. The successful candidate will have a completed PhD in nursing or a related field, a beginning program of fundable research, and demonstrated success in teaching and collaborative working relationships. Applications from candidates near completion of a PhD program will be considered. **Please quote Number HS-008 on all correspondence regarding this position.**

2. A limited term position (up to 5 years) at the rank of Lecturer. The successful candidate will be responsible for classroom and clinical teaching (family and community health), coordination of Year 3 of the BScN program, and participation in curriculum development and School committees. A master's degree in nursing and eligibility for a certificate of registration with the College of Nurses of Ontario are required. Previous teaching experience is preferred. Faculty in limited-term positions are engaged mainly in teaching and curriculum-related service activities. Scholarly work is expected and supported by collaboration with nursing faculty and by the Nursing Research Unit. University-wide programs to enhance teaching are offered regularly. **Please quote Number HS-007 on all correspondence regarding this position.**

The School of Nursing is one of 5 Schools (Communication Sciences and Disorders, Kinesiology, Occupational Therapy and Physical Therapy) and an interdisciplinary program- Bachelor of Health Sciences in the Faculty of Health Sciences. Start-up research funds and the support of the Nursing Research Unit are available. University-wide programs to enhance teaching are offered regularly. The School is proud of the outstanding success of BScN and MScN graduates, and will start a PhD program in September 2002. Educational and research programs are supported by excellent relationships with hospitals and community agencies.

Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to:

Dr. Angelo Belcastro, Dean
Faculty of Health Sciences
Room H125, Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1
http://www.uwo.ca/ihs/

The deadline for receipt of applications is **July 10, 2002.**

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

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COUNTING OUT THE SCHOLARS

The Case Against Performance Indicators in Universities and Colleges

BY WILLIAM BRUNEAU
& DONALD C. SAVAGE

Business-friendly think tanks, corporations and their friends in government want consumer satisfaction to reward and punish professors and universities. They want market forces to replace public bodies in educational decision-making.

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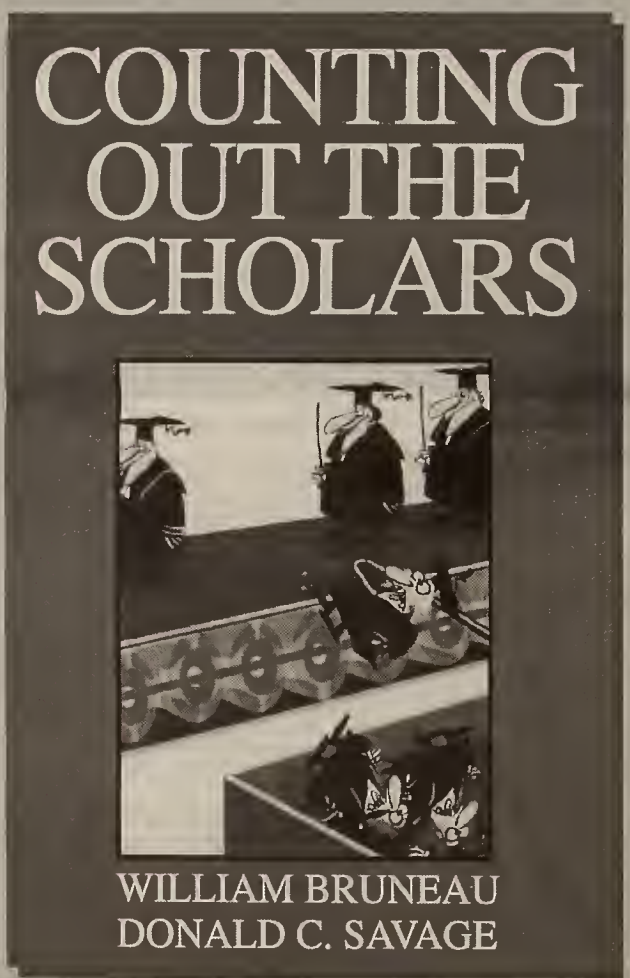

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CAREERS CARRIÈRES

MANAGEMENT

CONCORDIA UNIVERSITY — The Department of Management at Concordia University, John Molson School of Business, is seeking, subject to budgetary approval, a qualified applicant for a tenure-track position starting June 1, 2003 in the area of Organizational Behavior/ Human Resource Management. Qualifications include a PhD in hand or expected and a strong research record or demonstrated research potential. Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also possible. Salaries are competitive and, along with rank, will be commensurate with qualifications and experience. All undergraduate, masters and PhD programs in the Faculty of Commerce and Administration at Concordia are accredited by AACSB. Applications should be submitted by October 15, 2002. Dossiers will be considered only when completed. Send applications, including a curriculum vitae, a statement of teaching and research interests, and three letters of reference to: Dr. Kamal Argheyd, Chair, Department of Management, Concordia University, John Molson School of Business, 1455 de Maisonneuve Blvd. W., Room GM 503-33, Montreal, Quebec, H3G 1M8, Canada; Tel.: (514) 848-2925, Fax (514) 848-4292, E-Mail: argheyd@vax2.concordia.ca. The Department thanks all applicants for their interest, however only short-listed candidates will be contacted. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF TORONTO AT MISSISSAUGA — The Department of Management and the Joseph L. Rotman School of Management invite applications for a tenure-stream position in Organizational Behaviour at the level of Assistant Professor, beginning July 1, 2003. Demonstrated excellence in research and teaching is sought. Candidates should have a PhD in Organizational Behaviour on appointment (or soon thereafter). The appointment is at the University of Toronto at Mississauga, which has an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. UTM offers a broad and growing range of undergraduate and graduate programs in management, including undergraduate programs in Management and Commerce, and a Masters in Management and Professional Accountmg. Its management group is developing (among other areas) a focus on the management of technology, with undergraduate programs in Communication, Culture, and Information Technology (allowing a specialization in Digital Enterprise Management), and a Masters program in Biotechnology. Although not a requirement of appointment, an interest in the organizational issues concerning technology-focused organizations would be an advantage. The successful candidate will teach in the undergraduate and graduate programs both at UTM and at the Joseph L Rotman School of Management. The appointee will be expected to develop an externally funded research program. Additional information on the Department can be obtained through the World Wide Web at http://www.utm.utoronto.ca/~w3manag/ The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The deadline for submission of applications is October 31, 2002. Candidates should send a current Curriculum Vitae and a statement of teaching specializations and research interests to the address below. Applicants should also ask three referees to send letters of recommendation under separate cover. All correspondence should be sent to: Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road North, 12f Kaneff Centre, Mississauga, Ontario, Canada L5L 1C6.

MARKETING

CONCORDIA UNIVERSITY — The Department of Marketing at John Molson School of Business, invites subject to budgetary approval, applications for two tenure track positions at the assistant professor level starting June 1, 2003. Candidates should have a PhD in hand or be near completion. They should also have a strong research record or demonstrated research potential. All highly qualified candidates with teaching interests in various areas of marketing are encouraged to apply. Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc and/or PhD programs that are accredited by the AACSB. Teaching in the Executive MBA and Aviation MBA is also possible. Please apply in writing to Dr. Kemal Buyukkurt, Chair, Department of Marketing, John Molson School of Business, Concordia University, 1455 De Maisonneuve Blvd West, Montreal, Quebec, Canada, H3G 1M8. Tel.: (514) 848 2950, Fax: (514) 848 4554, and E-mail (departmental secretary): betty@jmsb.concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

MATHEMATICAL & STATISTICAL SCIENCES

THE UNIVERSITY OF ALBERTA — Actuarial Science (AS2002) The Department of Mathematical and Statistical Sciences, University of Alberta, invites applications for a tenure track Assistant, Associate or Full Professor position in Actuarial Science. We are looking for a candidate with a strong record/outstanding potential for research, excellent communication and teaching skills and leadership potential. Rank and salary will be commensurate with the candidate's background and qualifications. Preference will be given to candidates who are Associates of Fellows of the Society of Actuaries but we will consider candidates who have nearly completed the requirements for Associateship. Closing date for applications is January 15, 2003 or until a suitable candidate is found. The appointment will commence on July 1, 2003 and is negotiable. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should submit a curriculum vitae, a research plan and a teaching dossier. Candidates should arrange for at least three confidential letters of reference to be sent to Anthony Tai-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. For more information about the Department and our University, please see our web page. www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICS

THE UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking to nominate at least one woman and/or Aboriginal candidate for an NSERC University Faculty Award in the Fall 2002 competition. A departmental nominee will have a strong research record in a field that fits in with the research interests of the Department, as well as strong teaching qualifications. A successful nominee would assume a tenure-track faculty position at the appropriate rank to begin July 1, 2003, with a reduced teaching load for the duration of the award. The University Faculty Award was created by the Natural Science and Engineering Research Council to encourage Canadian universities to appoint very promising women and/or Aboriginal researchers to tenure-track positions in science and engineering. Further information on the program can be found at the NSERC web page: http://www.nserc.ca/programs/schol8_e.htm. In accordance with the NSERC regulations for the awards, an applicant must be female and/or Aboriginal and must be a Canadian citizen or a permanent resident of Canada. An applicant must either hold a doctorate degree, or have completed all the requirements for such a degree by the proposed appointment date. Applicants should send a cv including a list of publications, preprints, reprints, a statement of research and teaching interests and arrange for three letters of recommendation to be sent to: Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, BC, Canada V6T 1Z2. Applications must be received before September 1, 2002

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site, http://www.math.uwaterloo.ca/Faculty/ index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

MATHEMATICS & COMPUTING SCIENCE

SAINT MARY'S UNIVERSITY — The Department of Mathematics and Computing Science invites applications for a tenure-track position in Computing Science at the rank of Assistant

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University of Lethbridge

The Faculty of Management at the University of Lethbridge, in Lethbridge, Alberta, Canada, has an opening for a tenure-track position in Human Resource Management at the Assistant, Associate, or Full Professor levels to begin January 1, 2003. Individuals who have or are near completion of a PhD, who are committed to effective and innovative teaching as well as to quality, scholarly research are encouraged to apply.

Tenure-Track Position in Human Resource Management

The Faculty of Management values both teaching and research excellence. Class sizes are reasonable, as are teaching loads. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The position advertised here is for the Lethbridge campus. The Faculty of Management consists of approximately 52 faculty members with diverse research interests and approximately 2100 students, in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through the innovative Theory-Into-Practice and Co-op Programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at: www.uleth.ca/man/.

University of Lethbridge Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at: www.uleth.ca.

The City of Lethbridge, with a population of 72,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. For more information about the City of Lethbridge, visit their website at: www.city.lethbridge.ab.ca.

Please direct applications and inquiries to:
Dr. Toni Nelson
Faculty of Management, University of Lethbridge
4401 University Drive, Lethbridge, AB, Canada
or e-mail: corie.slauenwhite@uleth.ca.

The University of Lethbridge is an equal opportunity employer.

UNBC College of Science & Management

Instructor Position - Environmental Studies
August 2002 – July 2003

The Environmental Studies Program at UNBC is a dynamic, inter-disciplinary team of seven faculty members offering majors in Environmental Planning, (B.Sc.), accredited by the Canadian Institute of Planners and the Planning Institute of B.C., Environmental Studies (B.A.), and Environmental Science (B.Sc.). In addition we offer Ph.D. and MSc. programs. Further information about the Environmental Studies Program can be found on our home page: **http://www.unbc.ca/envs**.

We are seeking a person to fill a full time sessional position for one year, to teach courses in environmental planning and policy from the first year to senior undergraduate level. The successful applicant will have a Ph.D. in Environmental Studies, Planning, or related field. She/he will be committed to excellence in undergraduate teaching, will have demonstrated success in research and scholarship, and experience with environmental issues in Canada and British Columbia. We are interested in a broad range of subject fields including planning theory, professional planning practice, landscape design, sustainable communities, environmental health, planning for biodiversity, and global change. Membership in the Canadian Institute of Planners and the Planning Institute of British Columbia or eligibility for membership is required.

We shall begin reviewing applications on **June 15, 2002** and expect to make an appointment **August 2002** for the **September 2002 Fall Semester.**

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses) quoting **Posting #FAES07-02B** to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. John Curry, Acting Chair of Environmental Studies, at (250) 960-5837. Fax: (250) 960-5538. Email: curryj@unbc.ca.** Applications received before **June 15, 2002** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

ASSISTANT PROFESSOR (Continuing Education)
DALHOUSIE UNIVERSITY

Henson College of Public Affairs and Continuing Education is a senior academic unit at Dalhousie University responsible for developing and delivering a variety of continuing education programs. As a consequence of planned program growth, we are seeking an experienced individual to provide assistance in developing new course and curriculum materials and updating and revising existing courseware. Included among the new program areas is an Executive Program in Public Sector Leadership and the National Advanced Certificate in Local Authority Administration, an Internet-based program being developed as a joint venture with the University of Alberta.

Candidates should have demonstrated success in designing, developing and delivering educational programs within a continuing and/or distance education framework. Candidates should feel very comfortable in working collaboratively with a variety of partners including academics, municipal officials and their professional associations and senior provincial and federal administrators. Knowledge of computer-assisted learning and instructional design would be an asset. The ideal candidate should have a doctoral level degree in political science, public administration, local government or related field. Individuals with a Masters degree and exceptional experience will also be considered.

This is a two year appointment with the possibility of renewal. It is anticipated that the initial appointment will be at the rank of Assistant Professor (Continuing Education). Further information on Henson College can be obtained at www.dal.ca/~henson

Interested applicants should apply as soon as possible. No applications will be accepted after July 15th 2002. A letter of applications along with a detailed curriculum vitae and the names, addresses and telephone numbers of three references should be forwarded to the attention of:

Dr. John Benoit
Chair, Appointments Committee
Henson College, Dalhousie University
6100 University Avenue
Halifax NS B3H 3J5

DALHOUSIE *University*

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

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Natalie Savard QUICK!
Tel: 613-820-2270
Fax: 613-820-7244
Email: savard@caut.ca

Professor, to begin January 1, 2003. Saint Mary's offers one of the most dynamic primarily undergraduate programs in Atlantic Canada. The Department has been successful in providing students opportunities in competitive programming, as well as research and supervision at the honours and M.Sc. levels. The successful candidate will have a PhD in Computing Science, or possibly in a related subject with a very strong background in Computing Science, and will be expected to teach a variety of Computing Science courses primarily at the undergraduate level. He/She will also be expected to participate in teaching and supervision of graduate students in a new graduate program in applied science with a co-op option. The successful candidate will have a demonstrated potential for, and a strong commitment to, research. Salary will be competitive, and depend on qualifications and experience. Applications should provide a CV, summary of teaching experience, description of a proposed research program, and other relevant documentation, including the names and addresses of at least three references to: Search Committee for Computing Science Position, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-5035, e-mail: maths.search@stmarys.ca. Applications will be reviewed as soon as possible after being received, and applications will continue to be received until the position is filled. In accordance with the Canadian Immigration requirements, this position is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, aboriginal people, visible minorities, and persons with disabilities. Saint Mary's University is committed to the principles of Employment Equity.

MATHEMATICS & STATISTICS

CARLETON UNIVERSITY — The School of Mathematics and Statistics invites applications for one or more tenure track positions at the rank of Assistant Professor and possibly higher starting July 1, 2003. Applicants should have a PhD (by the time of appointment) in Mathematics, Statistics, or related areas, a demonstrated potential for research and a strong commitment to excellence in teaching. The School is particularly interested in candidates who are actively engaged in research in applied areas of mathematics or statistics. However, outstanding candidates in all areas of mathematics or statistics will be considered. More information about the School can be found at www.math.carleton.ca. These positions are subject to budgetary approval. Applications including a curriculum vitae and three letters of reference, should be sent to: Dr. C.W.L. Garner, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Deadline for applications is October 1, 2002 but applications received after this date may be considered. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

THE UNIVERSITY OF GUELPH — The Department of Mathematics and Statistics seeks to nominate a woman or Aboriginal for an NSERC University Faculty Award in the Fall 2002 competition. The nominee will have a strong research record and have the potential for excellence in teaching at all levels. All areas of mathematics and statistics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied mathematics and applied statistics, which currently emphasizes dynamical systems, mathematical biology, numerical analysis, optimization, linear and nonlinear models, bioassay, and survival analysis. The successful nominee will assume a tenure track faculty position at an appropriate rank, on 1 July 2003, with a reduced teaching load for the duration of the award. The NSERC UFA program is intended to attract highly qualified Canadian women and Aboriginals into faculty positions in the natural sciences and engineering. In accordance with NSERC regulations, this position is open only to women and Aboriginals who are Canadian citizens or permanent residents. Nominees must have completed all requirements for the PhD by the appointment date and must not have previously held a tenured or tenure-track position at a Canadian university. Further information about the NSERC UFA program can be found at http://www.nserc.ca/guidesl/g_e.htm. Candidates should submit, by 1 September, 2002, a curriculum vita, including a list of publications, a research statement indicating how they would actively participate in the Departmental graduate program, a statement of teaching interests and arrange for three letters of reference to be sent to: O. B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1, Fax (519) 837-0221, E-mail: ballen@uoguelph.ca.

MEDICINE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Applications are invited for a tenure track position at the assistant professor level in the area of Education Specialist/Medical Education. Applications should have an earned PhD or Ed.D. in Adult/Continuing Education or other educational field related to the position responsibilities. It is important to have recent work experience related to curriculum development and instructional design in educational programs for health professionals in both distance education (Internet technology) and face-to-face modalities. The applicant should have a demonstrated ability to provide leadership and manage instructional development projects and to conduct educational and evaluation research. Skill in identifying funding opportunities, preparing research and grant proposals and planning and managing budgets is important. Applications including curriculum vitae and the names of at least three referees (two academic) should be submitted including a brief statement of research interests to: Dr. Ian Bowmer, Dean of Medicine, Faculty of Medicine, Memorial University of Newfoundland, St. John's, NF A1B 3V6. The committee will start to review applications by June 15, 2002 and will continue until the position is filled. The Faculty of Medicine has an entering class of 60 undergraduate students each year, and graduate programs in the basic Science and Community Health Divisions, as well as postgraduate programs in the Clinical disciplines. Memorial University is the largest university in Atlantic Canada and one of the country's finest institutions for post-secondary teaching and research. Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 full and part time students, Memorial provides a distinctive environment for learning in six faculties and eight schools. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

MUSIC

THE UNIVERSITY OF REGINA — Applications are invited for a one-year term position, with the possibility of a continuing appointment, in Applied Piano at the rank of Assistant Professor to commence August 1, 2002. Applicants will have earned a DMA in piano performance or its equivalent. The applicant will have demonstrated teaching ability at a senior level and will be expected to coach chamber music and to teach accompanying, piano pedagogy and keyboard literature. Performance both within and outside the university setting is expected. Please submit an application with curriculum vitae, original university transcripts, a tape or CD of a recent solo/chamber performance and the names of three referees who have been asked to send letters by June 15 to: Kathryn Lamn, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

NEUROSCIENCE

McGILL UNIVERSITY — Postdoctoral Research Associate Position available to carry out in vivo neurophysiological studies on the role of histochemically identified cholinergic and GABAergic basal forebrain neurons in cortical modulation. Applicants should have expertise in cellular neurophysiology to employ techniques of intra- and juxta-cellular recording/labeling, multi-unit recording and current source density analysis. To apply send letter, C.V. with description of research experience and interests, and names of 3 references to the attention of: Dr. Barbara E. Jones and Dr. Angel Alonso Department of Neurology and Neurosurgery, McGill University, Montreal Neurological Institute, 3801 University, Montreal, Quebec, Canada, H3A-2B4. E-mail: barbara.jones@mcgill.ca

OCCUPATIONAL THERAPY

THE UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure-track position at the rank of Assistant Professor in the Division of Occupational Therapy, School of Medical Rehabilitation, Faculty of Medicine, University of Manitoba beginning January 01, 2003 or as soon thereafter as possible. The Division of Occupational Therapy currently has 4 full-time tenure track and 5.75 full-time equivalent faculty positions and presently offers the Bachelor of Medical Rehabilitation (OT) program. Enrolment intake has recently increased from 30 to 40 with an additional increase to an intake of 50 students beginning in 2003. A proposal for a new master's entry-level program is currently under development and is anticipated to commence in 2003. In addition, the School of Medical Rehabilitation offers a Master of Science (Rehabilitation) degree and the Graduate Committee is planning for the development of additional graduate programs. New space to house expanding enrolment and new programs has been approved for development and anticipated completion is late summer 2002. Responsibilities of the position include teaching, course and program development, and student advising in the entry-level occupational therapy program and the MSc (Rehabilitation) program; research related to occupational performance, and service in accordance with the requirements of a full-time academic position. The successful candidate will possess strong communication skills, ability to clearly articulate a role in the promotion and development of occupational therapy education and research at the University of Manitoba. The successful candidate must: hold a professional degree in occupational therapy; hold a graduate degree (PhD preferred) in occupational therapy or an allied discipline, be eligible for registration with the Association of Occupational Therapists of Manitoba (AOTM); be eligible for membership in the Canadian Association of Occupational Therapists (CAOT). Preference will be given to therapists who have at least 3 years professional practice experience as an occupational therapist; had experience in academic and fieldwork teaching, and, who have a demonstrated ability to initiate and conduct research. The School of Medical Rehabilitation provides a collegial working environment. It is located on the Bannatyne Campus of the University of Manitoba which houses the Faculties of Medicine and Dentistry, has excellent library facilities and is adjacent to a large teaching hospital. Winnipeg has a rich cultural entertainment environment

Faculty Positions
Electrical & Computer Engineering

McMaster University has identified "Information Technology" as an area of strategic priority. This area which includes both Electrical and Computer Engineering is receiving special attention in terms of resource reallocation and faculty renewal. The Department of Electrical and Computer Engineering is seeking new faculty members at all ranks in the broad area of information technology with special emphasis on areas of electrical and computer engineering that include data and network communications, microelectronics, power electronics, communication systems, photonic and wireless technologies, Internet multi-media technologies and modern control.

Qualified candidates will have a strong commitment to research and teaching with the ability to establish or maintain a dynamic research program in their fields of expertise. They will also have strong communication skills and will be able to impart their knowledge and expertise to both undergraduate and graduate students.

McMaster University has an outstanding research environment and is well known for its innovation in teaching and program development, and offers attractive start-up packages to outstanding candidates. The Electrical and Computer Engineering Department has strong ties with government and industrial research laboratories throughout the world and is well positioned to take advantage of many new research opportunities in the area of telecommunications and information technology.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Rank and salary are commensurate with qualifications and experience.

Further information on the department is available from http://www.ece.mcmaster.ca.

Applications complete with a curriculum vitae and the names of three references should be sent to: **Dr. T. Luo, Chair, Department of Electrical and Computer Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L7**, Telephone: 905-525-9140, ext. 23315, Fax: 905-523-4407, email: ferracu@mcmaster.ca.

McMaster University
ENGINEERING

Vice-President (Academic)
University of New Brunswick, Fredericton Campus

UNIVERSITY OF NEW BRUNSWICK UNB

The University of New Brunswick invites applications and nominations for the position of Vice-President (Academic). The appointment, for an initial five-year term, begins September 1, 2002 or as soon thereafter as possible.

The Vice-President (Academic) is responsible for academic leadership and for administration of the academic affairs of the Fredericton campus of the University of New Brunswick.

The position has primary responsibility for all campus academic programs offered by over 500 full-time faculty members to approximately 7,600 full- and part-time undergraduate students, and 900 graduate students through Faculties of Administration, Arts, Computer Science, Education, Engineering, Forestry and Environmental Management, Kinesiology, Law, Nursing, and Science. Renaissance College, also located in Fredericton, offers a unique program in interdisciplinary leadership studies. The Vice-President has responsibility for a broad range of academic and support services and for leadership and supervision of the Associate Vice-President (Academic/Students), the 11 Deans of Faculty, the Dean of Graduate Studies (shared with the Vice-President (Saint John) and the Directors of Libraries, the College of Extended Learning, Residential Life and Conference Services, Student Affairs and Services and the Fredericton campus Registrar.

The Vice-President will report to and work closely with UNB's President-designate, Dr. John McLaughlin, will be a member of the senior administrative team of the University and the Board of Governors, and will serve as Vice-Chair of the Fredericton Senate. The incumbent plays a major role in the administration of the collective agreement with the faculty association and, in conjunction with the Vice-President (Saint John), has specific responsibility for tenure and promotion assessment of faculty members on both campuses. The University has a record of positive and progressive employment relations with its faculty and support staff.

The successful candidate will have a distinguished academic background, strong leadership qualities, significant administrative experience and accomplishments, a thorough grasp of issues in post-secondary education and the ability to work collegially and communicate effectively with the University community.

Additional information on the University of New Brunswick may be obtained at **www.unb.ca.**

Consideration of candidates will begin in July of 2002. Expressions of interest, applications and nominations will be accepted until interviews are completed and should be submitted in confidence to the address below.

This advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: 416-923-8311

E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

JWA

Simon Fraser University
Assistant Professor
School of Kinesiology

The School of Kinesiology at Simon Fraser University seeks a junior scientist to fill a tenure-track position at the level of Assistant Professor with expertise in **cardiac rehabilitation**. The successful applicant will be expected to establish a vigorous, independent, externally funded research program in areas that might include exercise, lifestyle adjustments, risk factor management for the prevention and/or rehabilitation of heart disease, strategies for recovering from a heart attack or heart surgery, management of diet, nutrition, weight and stress management, and cardiac medications. The individual will also be expected to continue our development of strong undergraduate course work in cardiac rehabilitation.

We anticipate a competitive start-up package and the opportunity for interaction with investigators not only at Simon Fraser University but also at other institutions in Vancouver involved in cardiac rehabilitation.

The School takes a scientific approach to the study of human structure and function and their relation to health and movement. The School has over 20 faculty and is committed to excellence in research and teaching. There are well established research programs and excellent research facilities available within the School and the University. Faculty are also actively involved in the new Institute of Health Research and Education at SFU. Our undergraduate teaching program includes concentrations in Active Health, Health and Physiological Science, and Human Factors/Ergonomics. Further information about the School of Kinesiology may be found at http://fas.sfu.ca/kin.

Simon Fraser University is renowned for the high quality of its programs. Tenure-track appointments are for an initial probationary period of five years and include an excellent benefits package, a mortgage assistance package and a generous moving allowance.

The intended start date is as soon as possible. Priority will be given to applications received **by September 30th, 2002,** but additional applicants may be considered until the position is filled. To apply, please submit your curriculum vitae, three publications that you consider most important, a cover letter outlining your anticipated research directions and your philosophy and commitment to teaching, and, contact information for 3 referees, to be sent to: **J. Morrison, PhD, Director, School of Kinesiology, Faculty of Applied Sciences, Simon Fraser University, Burnaby, British Columbia, V5A 1S6, Canada.**

Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including all sexual orientations, visible minorities, aboriginal people, persons with disabilities. Preference will be given to Canadians and permanent residents, but non-Canadians are encouraged to apply. All appointments are subject to budgetary authorization.

with symphony, opera, dance, theatre, professional sports and ethnic festivals. There are many opportunities for outdoor recreation in all seasons. The Winnipeg housing market is one of the most favourable in Canada. The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should send a letter of application with a curriculum vitae and the names of three referees to the address below. The deadline for applications is September 01, 2002. Dr. Juliette Cooper, Chair, Occupational Therapy Search Committee, School of Medical Rehabilitation, University of Manitoba, T261-770 Bannatyne Avenue, Winnipeg, Manitoba R3E 0W3, e-mail: jcooper@ms umanitoba ca, telephone: (204) 789-3371, fax (204) 789-3927 For more information on the School of Medical Rehabilitation, including Curriculum 2003, visit our website: www umanitoba ca/faculties/medicine/units/medrehab.

PATHOLOGY

THE UNIVERSITY OF MANITOBA — The Departments of Pathology, Microbiology, and Pediatrics and Child Health, Faculty of Medicine, University of Manitoba and the Laboratory Medicine Program of the Winnipeg Regional Health Authority (WRHA) are seeking applications for a contingent geographical full-time pathologist in anatomical pathology, focusing on pediatric pathology and research into pediatric infectious diseases. The position will commence July 1, 2002 or as soon thereafter as possible. The successful applicant will be expected to provide a full range of diagnostic expertise in pediatric pathology and to contribute to the work of a team conducting research on pediatric infectious and inflammatory diseases with a focus on mucosal, placental, and HIV-related immunological mechanisms. The person in this position will participate in teaching of undergraduate and postgraduate medical students. Candidates must have senior specialty qualifications in anatomical pathology in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Pathology by the Royal College of Physicians and Surgeons of Canada is preferred. Formal subspecialty training in pediatric pathology and a Ph.D. in Immunology with relevant post-doctoral experience are required. Salary and rank will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications, accompanied by a curriculum vitae, a list of publications, and the names of three referees should be sent to: Dr. F.W.Orr, Professor and Head, Department of Pathology, University of Manitoba, O212-770 Bannatyne Avenue, Winnipeg, MB, R3E 0W3, tel (204) 789-3338, fax (204) 789-3931, email worr@cc.umanitoba ca. The closing date for receipt of applications is June 30, 2002

PHILOSOPHY

SAINT MARY'S UNIVERSITY invites applications for a nine month sessional appointment in the Department of Philosophy. Candidates with a completed PhD in Philosophy will be preferred. The successful candidate will be competent to teach undergraduate courses in Critical Thinking, Ethics, and History of Philosophy. A record of research and publication in Critical Thinking or Applied Ethics would be desirable, although not required. Applications should submit a letter of application, curriculum vitae, the names of three referees, and any other information they wish to have considered to: Dr. Shelagh Crooks, Chair, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until June 1, 2002, or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY invites applications for a tenure-track position in the Department of Philosophy. A PhD is required for this position. Applicants should be conducting active research in either critical thinking or applied ethics, and are expected to teach extensively in either area. The successful candidate should be competent to teach courses in the history of philosophy or feminist theory. Applications should submit a letter of application, curriculum vitae, the names of three referees, and any other information they wish to have considered to: Dr. Shelagh Crooks, Chair, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until January 1, 2003 or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

PHYSICAL THERAPY

THE UNIVERSITY OF MANITOBA — Applications are invited for the position of Head, Physical Therapy Division, a full-time tenure-track or tenured faculty position at the rank of Associate or full Professor, commencing July 01, 2002 or as soon thereafter as possible. The preferred candidate will have a PhD degree or, at a minimum, a Masters degree, demonstrated academic leadership, proven administrative experience, a record of scholarly achievement and teaching experience. The applicant must also be eligible for licensure in Physical Therapy in Manitoba. Tenure or tenure-track and rank are dependent upon qualifications and experience. The Division of Physical Therapy is a unit of the School of Medical Rehabilitation within the Faculty of Medicine; the Head reports to the Director of the School. The Head of the Physical Therapy Division is the academic and administrative leader of the undergraduate Physical Therapy program and is expected to participate in and provide professional direction in the graduate program. The Head also provides a leadership role in physical therapy external to the University. The Physical Therapy undergraduate program is a fully accredited baccalaureate program of three years duration which has recently received approval to increase enrolment from 30 to 50 students per year. There are currently 9 full-time faculty positions within the Division and baseline funding for a number of part time and sessional faculty. Recent increased funding for increasing enrolment will provide for 5 additional faculty positions for the academic program and substantial increased funding to support the clinical education program and expansion of clinical faculty. The School also houses an entry-level Occupational Therapy program, a M.Sc. Program in Rehabilitation, and has an affiliated rehabilitation clinic on site. Strong rehabilitation research links and opportunities exist in clinical, applied, and basic sciences fields. The Physical Therapy program has excellent affiliations with other university health professional programs and the clinical physiotherapy community. The School of Medical Rehabilitation is located on the Bannatyne Campus of the University of Manitoba which houses the Faculties of Medicine and Dentistry, has excellent library facilities and is adjacent to a large teaching hospital. A major redevelopment plan for teaching, research and administrative space and equipment is nearing completion. Winnipeg has a rich cultural environment with symphony, opera, dance, theatre, and ethnic festivals. There are many opportunities for outdoor recreation in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the homebuyer. The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should send a curriculum vitae and the names of three referees to the address below. The deadline for applications is September 1, 2002. Dr. Juliette Cooper, Chair, Search Committee for Head of Physical Therapy Division, School of Medical Rehabilitation, University of Manitoba, T261-770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3, e-mail: jcooper@ms umanitoba.ca, telephone: (204) 789-3371 For more information visit our website: www umanitoba ca/faculties/medicine/units/medrehab/

PHYSICS

THE UNIVERSITY OF TORONTO — A postdoctoral research associate position in Experimental High Energy Physics is available at the University of Toronto. The position is being offered to work on the CDF experiment at Fermilab. Our group is currently involved in the Run II offline project. Our main responsibilities are in the area of calorimetry and jet reconstruction. We are also contributing to the precision support mechanics and alignment effort for the Run IIb silicon vertex detector, which will replace the current detector in 2005 for the second phase of the Run II programme. We are involved in a wide range of physics studies including top and electroweak physics, heavy quark physics and exotic searches. The successful candidate will be expected to take a leading role in our hardware or software commitments and in the analysis of the CDF data. Candidates should supply a resume, a description of research interests and arrange to have three letters of reference sent to Professor Pierre Savard, Physics Department, University of Toronto, 60 St George Street, Toronto, Ontario, M5S 1A7, Canada. The review of applications will begin immediately, and will continue until the position is filled. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Nonetheless, all qualified applicants are encouraged to apply. The University of Toronto strongly encourages applications by women and members of minority and aboriginal groups.

ST. FRANCIS XAVIER UNIVERSITY — The Physics Department invites applications for a 10 month limited term position, preferably beginning August 1, 2002. We are looking for a person prepered to teach some of the following classical mechanics, thermal / statistical physics, electromagnetic theory at the upper undergraduate levels or an introductory course for life science students. Preference will be given to candidates with a PhD and demonstrated teaching competence. If the candidate's research interests overlap with those of any member of the department it would be considered an advantage. Interested candidates are invited to visit the department website at: http://www stfx.ca/academic/physics/, where they may see a description of the research activities. The Physics Department has an excellent research record and also places strong emphasis on undergraduate teaching. The University is primarily an undergraduate institution. It offers Honours, Advanced Major and Major degrees in physics. There is an approved M.Sc. program in physics. Consideration of applications will begin on June 21, 2002 and will continue until the position is filled. All candidates should submit a detailed curriculum vitae and a statement of research and teaching interests to the address below. They should arrange for three confidential letters of recommendation to be sent to the same address. These letters should address the candidate's teaching and research ability, and her or his willingness to interact with others and to accept their share of additional responsibilities. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. StFX University is committed to employment equity and invites applications from all qualified candidates, including women, aboriginal persons, members of visible minority groups, and persons with disabilities. Send documentation to: Dr. D. L. Hunter, Chair, Physics Department, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5

THE UNIVERSITY OF ALBERTA — The Department of Physics invites applications for two positions in experimental subatomic physics with a starting date of 1 July 2003. The second position is dependent on established funding. These positions will be at the assistant or associate professor level. Outstanding candidates could be hired at the associate professor level with tenure. We are interested in candidates who have leadership potential and an excellent record of research. These qualities plus ability and interest in teaching at the undergraduate and graduate levels will constitute the primary selection criteria. Our current program of experimental research is focused in three areas: collider physics at CERN (OPAL and ATLAS), fixed target experiments (HERMES at DESY, TWIST at TRIUMF and ISAC at TRIUMF) and astroparticle physics (Alberta Large Area Time Correlation Array and STACEE in New Mexico). Potential candidates may find additional information about our research program at http://cw.phys.ualberta.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The closing date for applications is 1 September 2002. Applicants should send a curriculum vitae, a research plan, and a description of teaching experience and interests. Applicants should also arrange to have at least three referees who are willing to provide confidential assessments by the application deadline to the address below: Experimental Subatomic Physics Search and Selection Committee, Dr. J. C. Samson, Chair, University of Alberta, 412 Avadh Bhatia Physics Laboratory, Edmonton, Alberta T6G 2J1, Canada, Fax: (780) 492-0714, Email: dept@physualberta.ca. The records arising from this competition will be managed in accordance with the provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP)

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches, (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all qualified candidates. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds

PHYSICS & ASTRONOMY

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Physics & Astronomy is pleased to announce the search for a Tier 1 (Senior) Canada Research Chair at the Associate or Full Professor level in the area of experimental condensed matter physics with expertise in nanotechnology and/or photonics of materials. The starting date will be January 1, 2003, or thereafter. The University of Western Ontario has launched a major initiative in novel materials science. Under a 7.6M$ Canada Foundation for Innovation award, a 4000 sq ft fabrication facility is being constructed over the summer of 2002, to house new state-of-the-art tools for the synthesis, patterning and functionalization of novel materials. Photonic bandgap materials constitute one class of special interest. Under a 4.5M$, 5-year, multi-university project, the Ontario Photonics Consortium, UWO will be recruiting sharply increased numbers of graduate students and postdoctoral fellows to build its research program contributions. A core element in the UWO plan is the recruitment of a further two senior faculty to the Department of Physics & Astronomy, bringing essential and new expertise in photonics and nanotechnology. One of these is to be realized through the Canada Research Chair program and one through a chair endowment. The appointments will complement the activities of the current eight principal investigators. Applications are invited from all interested and qualified individuals. Prospective candidates may visit our home page at http://www.physics.uwo.ca/ or http://www.nserc.ca/ for details concerning the CRC program. The successful candidate must be able to demonstrate an outstanding research record in nanotechnology and/or photonics, and proven qualities of vision, leadership and resourcefulness. She or he will take on a major responsibility for the development of the new facility and the photonics program and will be expected to participate in teaching at the undergraduate and graduate level. Candidates should submit a curriculum vitae, list of publications, and research plan, and must arrange for at least three letters of reference to be sent to: Professor Michael G. Cottam, Chair, Department of Physics & Astronomy, The University of Western Ontario, London, Ontario N6A 3K7, Canada. We will begin to consider applications and letters of recommendation on August 16, 2002, and the search will continue until the position is filled. Position is subject to budgetary approval. All qualified candidates are encouraged

Dalhousie University
Canada Research Chair (Tier II)
Biosignaling, Faculty of Medicine

The Faculty of Medicine is seeking to attract an outstanding individual eligible for nomination for a Tier II Canada Research Chair faculty position in the area of signal transduction related to health and disease. The successful candidate will join the Atlantic Research Centre (ARC, a division of the Department of Pediatrics), a research group with interests primarily in the biochemistry, molecular and cell biology of lipids and their roles in in cell signaling and vesicular trafficking (www.medicine.dal.ca/arc).

The Canada Research Chairs program was established by the Government of Canada to foster world class centres of research excellence in a global, knowledge-based economy. The successful candidate will have an M.D. and/or PhD in Biochemistry/Molecular Biology or a related discipline, and have demonstrated capacity to conduct independent research at an international level. Contingent upon successful nomination through the Chairs program, a full-time appointment in the appropriate basic science or clinical departments) will be offered Dalhousie is a leading Canadian research-oriented University, located in Halifax on the scenic Atlantic coast of Nova Scotia.

To apply send CV, an outline of five year research goals, relevant reprints, and names and addresses of three references to:

Dr. David Byers (Chair, Search Committee)
Atlantic Research Centre, Dalhousie University
5849 University Ave.
Halifax, Nova Scotia B3H 4H7, Canada

Applicants should indicate how their research will complement that of the ARC, identified research priorities within the Faculty of Medicine (cancer, immunology, neuroscience, cardiovascular), and the Dalhousie University strategic plan (www.dal.ca/~research/chairs.htm). Review of applicants will begin on May 1, 2002, and continue until the position is filled.

Dalhousie University is an Employment Equity Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Dean, Faculty of Engineering
University of Waterloo

University of Waterloo

The University of Waterloo invites nominations, applications, and expressions of interest in the position of Dean of the Faculty of Engineering.

The Faculty is committed to maintaining its reputation as one of this country's outstanding Engineering Faculties and aspires to become one of the leading faculties of Engineering in the world. As the University's founding Faculty where co-operative education was first introduced in Canada in 1957, Engineering at Waterloo consists of six academic departments: Chemical, Civil, Electrical and Computer, Management Sciences, Mechanical, and Systems Design. A wide range of undergraduate programs is available to students, including a combined Bachelor's-Master's program, as well as programs in Geological and Environmental Engineering. The Faculty of Mathematics partners with Engineering in a Bachelor of Software Engineering program. All of the Faculty's undergraduate programs are offered on the co-operative system. The Faculty has a strong and sustained commitment to graduate studies at the Master's and PhD levels. There are 174 faculty, and 13 Canada Research Chairs, as well as 19 research institutes, centres and groups. The Faculty of Engineering attracts more than $38 million in research funding annually. Research intensity of the Faculty is expected to be enhanced by the recent establishment of the University of Waterloo Research and Technology Park, a 100 acre development focusing on research, development and technology transfer.

Acknowledged as a key academic leader within the University itself, the Dean will be skilled at representing the University to the community. The successful candidate should possess distinguished credentials as an educator and researcher, consistent with appointment to a tenured position at the senior ranks. Demonstrated leadership abilities, a proven record of academic administration, and the vision and drive to enhance the Faculty's national and international reputation are essential in the successful candidate. Solid communication skills, an open and consultative style, and the ability to nurture the Faculty's strong relationships with its faculty, students, alumni and staff, as well as professional, community and government bodies will also be sought in candidates for the role of Dean.

The University of Waterloo is an outward-looking, research intensive university situated in the heart of Canada's Technology Triangle. It is known for its entrepreneurial spirit and is a leader in technology transfer. In national surveys, opinion leaders across the country describe UW as "high quality", "most innovative" and "best source of leaders of tomorrow".

The University is committed to providing policies, programs and practices that establish and maintain a supportive environment for the many and diverse needs of its employees. The University's "family friendly" policies, programs and practices are available electronically at: http://www.hr.uwaterloo.ca/family-friendly.html

The Search Committee will begin its review of candidates on July 15, 2002. To ensure consideration, nominations and applications should be submitted in confidence by that date. Applications should include a current curriculum vitae, and the names of three referees. Documentation should be directed to the address shown below.

The initial five-year appointment will commence on July 1, 2003.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. In accordance with Human Resource Development Canada policy, Canadians/permanent residents who meet the qualifications will be given priority for appointment.

The full text of Policy 45 – Dean of a Faculty – is available electronically at:
http://www.adm.uwaterloo.ca/infosec/Policies/policy45.pdf

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CAREERS CARRIÈRES

to apply; however Canadians and Permanent Residents will be considered first for the position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

PUBLIC HEALTH

THE UNIVERSITY OF TORONTO — The Department of Nutritional Sciences in the Faculty of Medicine invites applications for a tenured or tenure-track position at the Associate or Full Professor level in an area of nutrition research focused on current issues in community, population, or public health. The Department encourages applications from candidates with an interest in urban health and strength in nutritional epidemiology or survey methods. Level of appointment will be consistent with the candidate's qualifications. Successful candidates will be expected to establish an independent, externally funded research program and to participate in teaching. Applicants should send curriculum vitae, description of research interests, and the names and addresses of 3 references by July 31, 2002 to: Dr. Michael C. Archer, Chair, Department of Nutritional Sciences, Faculty of Medicine, University of Toronto, FitzGerald Building, 150 College Street, Toronto, ON, Canada M5S 3E2 marcher@utoronto.ca Phone 416-978-8195 Fax: 416-971-2366 The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others whom may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

RESOURCE OR ENVIRONMENTAL ECONOMICS

THE UNIVERSITY OF ALBERTA — The Assistant Professor, tenure track, is sought by Department of Rural Economy (www.ae.ualberta.ca) (Associate Professor appointment may apply subject to qualifications) Salary will be commensuate with qualifications and experience Qualifications are PhD in Natural Resource or Environmental Economics, Agricultural Economics, Applied Economics or Economics; demonstrable excellent research potential in areas of resource or environmental economics that complement the department's capacity, and clear evidence of strong teaching potential or commitment to teaching, together with capacity to develop an excellent program of externally funded research focused on emerging economic issues for food, forestry or the environment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority A letter of application, with statements of research and teaching interests, transcripts, vitae and the names of three referees should be sent to: Chair, Department of Rural Economy; University of Alberta, Edmonton, Canada T6G 2H1 Selection will start on July 1, 2002. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

SCIENCES FORESTIÈRES

L'UNIVERSITÉ DE MONCTON sollicite des candidatures pour le poste: professeur.e de sciences forestières-géomatique. La Faculté de foresterie cherche à pourvoir à un poste de professeur.e adjoint.e pour l'année universitaire 2002–2003. La Faculté de foresterie offre des programmes de formation professionnelle en foresterie. Située à Edmundston, dans le nord-ouest du Nouveau-Brunswick, elle mise sur un corps professoral qui excelle en matière d'enseignement, de recherche, et de services à la collectivité. Nature de la fonction : prendre part activement à l'enseignement, au développement de cours et de programmes, à l'encadrement d'étudiant.e.s de premier cycle et de cycles supérieurs. Effectuer des travaux de recherche dans ses domaines de compétence. Assumer diverses tâches administratives et participer à des activités de rayonnement dans les milieux universitaire et professionnel. Le domaine de compétence recherché est la géomatique environnementale (télédétection, systèmes d'information géographique et systèmes de positionnement global). Exigences Être titulaire d'un doctorat dans le domaine de la géomatique ou dans un domaine connexe. Démontrer des habiletés en enseignement et en recherche et la volonté de s'engager dans les services à la collectivité. Maîtriser la langue française parlée et écrite. La priorité sera accordée aux personnes détentrices d'au moins un diplôme, préférablement du niveau baccalauréat, d'une faculté ou école de foresterie. Les personnes intéressées sont priées de faire parvenir leur dossier, avant le 28 juin 2002, au: Comité de sélection, Faculté de foresterie, Université de Moncton, campus d'Edmundston, 165 boulevard Hébert, Edmundston (Nouveau-Brunswick) E3V 2S8 L'Université de Moncton souscrit à l'équité en matière d'emploi. Les communications seront limitées aux candidatures retenues pour une entrevue Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyennes et citoyens canadiens et aux résidentes et aux résidents permanents seulement. L'offre d'emploi est conditionnelle à l'approbation du service des finances.

SOCIAL WORK

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track faculty positions in the School of Social Work commencing either January 1 or July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Frank Hawkins, Head, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3067; Fax: 519.973 7026; Email: socwork@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

SOCIOLOGY

THE UNIVERSITY OF WINDSOR invites applications for a postdoctoral position in the Department of Sociology and Anthropology. This position is connected to the Canada Research Chair holder in Social Justice and Globalization, Dr Suzan Ilcan. This 24-month position commences as early as September 1, 2002 For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr Suzan Ilcan, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2208; Fax: 519.971.3623; Email: silcan@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

TRENT UNIVERSITY — The Department of Sociology invites applications for a 9-month limited-term appointment, at the Assistant Professor level, commencing September 1, 2002. The Department is interested in applicants to teach: Deviance and social control; The Sociology of Culture and Knowledge; and Analysis of Social Policy. Applicants should have a PhD in Sociology and a demonstrated record of teaching and research. By e-mail attachment, please submit a letter of application, and a curriculum vitae. The three letters of reference should be sent directly, by e-mail to: Prof. James Conley, Chair, Department of Sociology (conley@trentu.ca Trent University is an employment equity employer, and invites applications from women, aboriginal persons, visible minorities, and disabled persons. Please visit our website (www.trentu.ca) which showcases both the university and Peterborough. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority The Deadline for applications is June 30, 2002

TRENT UNIVERSITY — The Department of Sociology invites applications for a 10 month limited term appointment subject to budgetary approval, at the Assistant Professor level beginning September 1st 2002 and ending June 30th, 2003 The successful candidate will be expected to teach Culture & Society as well as Introductory Sociology Applicants are expected to have a PhD in Sociology, experience teaching courses in the specified areas, and a strong record of research The position will be based at Trent University's program at Durham College in Oshawa. Trent@Durham is a growing enterprise which currently accounts for 10% of Trent University's enrolments Trent has entered into an agreement to provide liberal arts and sciences education on the joint campus of Durham College and the newly established University of Ontario Institute of Technology (UOIT) which will open its doors in Fall, 2003. Salary, which will be based on qualifications and experience, starts at $45,989 per annum Please submit a letter of application, and curriculum vitae by email attachment and arrange three letters of reference to be sent directly to: Prof. James Conley, Chair, Department of Sociology, Trent University (jconley@trentu.ca). The deadline for applications is June 30, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority Trent University is an employment equity employer and especially invites applications from women, aboriginal people, visible minorities, and disabled persons.

SOCIOLOGY & CRIMINOLOGY

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology invites applications to fill three 9-month sessional positions at the level of Assistant Professor, to begin in September, 2002 Candidates should have a PhD or comparable background and a desire to teach in a Department of Sociology and Criminology. These three positions are all in criminology; desirable areas would include crime and society, the justice system, criminological theory; policing; women crime and the law; law and drugs. Applicants are asked to submit a curriculum vitae and an example of recent published work, and arrange for three letters of reference to be sent directly to Dr. Ronald Cosper, Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The closing date for applications is May 10, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Saint Mary's University is committed to the principles of employment equity

SOIL FERTILITY

McGILL UNIVERSITY — Applications are invited for a tenure-track position as an Assistant Professor in the Department of Natural Resource Sciences at the Macdonald Campus of McGill University. We are seeking an individual with research interests and demonstrated expertise in the area of soil fertility and fertilization with an emphasis on agroenvironmental systems. The successful candidate is expected to develop a strong research and graduate program aimed at optimizing soil fertilization for sustainability of cropping systems. The ideal person would have experience in soil chemistry, plant nutrition, animal waste management, hydrology, and the development of nutrient plans at scales ranging from individual farms to the watershed level. Interest and experience in international agriculture, willingness to interact with the industry and eligibility for Ordre des Agronomes would be an asset. Applicants must have a PhD in a relevant field and be prepared to teach undergraduate and graduate courses in Soil Science. The Macdonald Campus is located in Ste. Anne de Bellevue, on the western tip of the Island of Montreal, at the interface between suburban and rural landscapes, approximately 35 km from the urban centre. The Campus is home to the Faculty of Agricultural and Environmental Sciences and the School of Dietetics and Human Nutrition as well as the Brace Centre for Water Resources Management, the Ecological Agriculture Project, the McGill Weather Radar Observatory, and the Centre for Indigenous Peoples' Nutrition and Environment. For more information about the Department, consult: http://www.nrs.mcgill.ca. Applicants should submit a letter of intent, a curriculum vitae, a statement of teaching and research interests, and arrange to have three letters of reference sent to: Dr. Benoit Côté, Chair, Department of Natural Resource Sciences, McGill University, Macdonald Campus, 21,111 Lakeshore Road, Ste-Anne-de-Bellevue, Québec, Canada H9X 3V9. The closing date for applications is 31 August 2002. The position becomes available 1 January 2003. All qualified applicants are encouraged to apply, however Canadian citizens and permanent residents of Canada will be given priority McGill University is committed to equity in employment.

SPANISH

THE UNIVERSITY OF NEW BRUNSWICK (Saint John) — The Faculty of Arts invites applications for a position in Spanish, at the rank of Instructor, commencing August 1, 2002. This teaching-intensive position involves first and second year language courses, tutorials, student advising, and evaluation. Active participation in Departmental activities is expected This position is subject to budgetary approval Applicants should hold an M.A., or equivalent, native fluency in Spanish and a strong teaching record at the University level. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Robert MacKinnon, Dean, Faculty of Arts, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5. Questions concerning the position may be directed to Dr. David Flagel, Chair, Department of Humanities and Languages (flagel@unbsj.ca). The closing date for application is June 28, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

SPORT PSYCHOLOGY

LAURENTIAN UNIVERSITY — The Sport Psychology programme invites applications for a tenure-track position at the rank of Assistant Professor commencing August 1, 2002 to teach in a new interdisciplinary program. Salary commensuate with experience. The successful candidate will be responsible for the development and teaching of courses in both the theoretical and applied aspects of sport psychology and the supervision of undergraduate internships Opportunities are available for qualified candidates to teach undergraduate courses within the School of Human Kinetics and graduate level courses in Human Development. Candidates should have a PhD in Sport Psychology or a related area and show strength in both teaching and research. Evidence of a competitive sport background and applied/consulting experience with elite competitive athletes is required. Laurentian University is a bilingual institution and an equal opportunity employer It has a policy of passive bilingualism (English/French) as a condition of tenure. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities In accordance with Canadian immigration requirements all qualified candidates are encouraged to apply, however, priority will be given to Canadian citizens and permanent residents Applicants should forward a letter of application, a current

CAUT ACPPU

BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. l'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire est soit dégré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur les prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St N.W., Washington, DC 20005; tél: (202)737-5900.

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The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/02	August 14/02
October	September 9/02	September 16/02
November	October 7/02	October 14/02
December	November 7/02	November 14/02
January	December 2/02	December 9/02
February	January 8/03	January 15/03
March	February 7/03	February 14/03
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Novembre	7 octobre 2002	14 octobre 2002
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Janvier	2 décembre 2002	9 décembre 2002
Février	8 janvier 2003	15 janvier 2003
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STATISTICS

DALHOUSIE UNIVERSITY — Assistant Professor, Mathematics and Statistics, Dalhousie University. Applications are invited for a tenure track assistant professor position in Environmental Statistics with particular emphasis on the prediction of marine ecological dynamics Candidates with expertise in applied statistics, multidisciplinary modelling of the marine environment, or data assimilation are particularly encouraged to apply The successful candidate will be expected to develop a vigorous, externally funded research programme, supervise M Sc. and PhD students, and teach in the Department of Mathematics and Statistics. The successful candidate will also be invited to join the new Centre for Marine Environmental Prediction (CMEP) that is being established at Dalhousie University. The research focus of CMEP is the integration of earth observation systems with state of the art tools for simulating physical, chemical, and biological responses of the ocean to environmental forcing Recently acquired infrastructure includes excellent computational facilities and a state of the art coastal observation and forecasting system to be installed in Lunenburg Bay, Nova Scotia It is anticipated that the successful candidate will develop strong collaborations with cmep researchers who will be developing observation driven ecological forecast systems The successful candidate must have completed a PhD and be able to demonstrate a strong track record or potential for (i) collaborative and interdisciplinary research (ii) the supervision of graduate students in marine environmental statistics, and (iii) teaching at the undergraduate and graduate level in Statistics. Applicants should submit a CV, a statement of research/teaching objectives, and the name, address, phone and e-mail of four referees. The deadline for applications is August 31, 2002, or until the position is filled. Applications will be considered as soon as they are complete Applications should be sent to Chair, Environmental Statistics and Marine Ecological Dynamics Search Committee, Department of Mathematics and Statistics, Dalhousie University Halifax, N S B3H 3J5 Canada For more specific information, access our websites www.mathstat.dal.ca, www.dal.ca/~wwwocean/index.html. This position is subject to availability of funding. Dalhousie University is an Employment Equity/Affilimative Action Employer The University encourages applications from qualified women, Aboriginal peoples, racially visible people, and persons with a disability All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

STATISTICS & ACTUARIAL SCIENCE

SIMON FRASER UNIVERSITY — The Department of Statistics and Actuarial Science invites applications for nomination for the NSERC University Faculty Award 2002 competition. Candidates are required to hold a PhD in any area of Statistics or Actuarial Science at the time of appointment and should show strong potential in research and commitment to teaching. A tenure-track appointment will accompany the award, effective on the start date of the award The NSERC University Faculty Award is a targeted award towards female or Aboriginal researchers who would like to remain in, or return to, the Canadian university research environment Candidates must be Canadian citizens or permanent residents Further information about the program is available at http://www.nserc.ca/programs/schol4_e.htm Our Department has a strong applied focus with eleven faculty members Further information about our Department is found at http://www.stat. sfu.ca Information about SFU is available at http://www.sfu.ca. Deadline for applications is 30 September 2002 with appointments in 2003. Please submit (a) your curriculum vitae, (b) no more than five publications that provide an overview of your research, (c) a letter outlining your future research programme and your teaching philosophy, and (d) the names and contact information of 3 referees who should forward letters of reference directly to us. Please send applications in confidence to: Carl Schwarz, Chair, Department of Statistics and Actuarial Science, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada, V5A 1S6, Phone: 604 291-3376, Fax 604 291 4368, Email: cschwarz@stat.sfu.ca Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada All appointments are subject to budgetary authorization

UNITED NATIONS STUDIES

THE UNIVERSITY OF WINNIPEG AND THE UNIVERSITY OF MANITOBA seek applications for a visiting fellow/scholar in United Nations studies A chair in UN studies has been established at the two universities and is in the process of being completely funded and endowed This position is for a limited term, January 1 to June 30, 2003, and is suitable for someone on a sabbatical or leave of absence from a university, the United Nations, the Department of Foreign Affairs or an NGO. It would provide an additional support for someone on sabbatical or leave of up to $20,000 for relocation costs, research funds and honorarium. An office will be provided. The successful candidate will be expected to conduct seminars and give lectures on the United Nations, international governance and world peace. This position will support and augment courses offered already in the two universities The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Deadline for submission of applications is August 31, 2002 Interested applicants should send a curriculum vitae and arrange for three letters of reference to be forwarded to Dr Allen Mills, Chair, United Nations Advisory Committee, Department of Politics, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9

URBAN DESIGN

THE UNIVERSITY OF BRITISH COLUMBIA'S School of Community and Regional Planning (SCARP) invites applications for a tenure track Assistant Professorship in Urban Design. In order to address under representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications A strong background in urban design and physical planning is required, including professional experience. A PhD is preferred, but candidates with a master's degree in city planning or a related design field, along with exemplary professional work, are also encouraged to apply. Candidates should have an enthusiasm for studio-based instruction Skills are also valued in areas such as qualitative research methods, project planning and development, plan preparation at the neighborhood, city-wide, and regional scale, visual representation including both hand drawn and computer graphics, and digital design. The position will require teaching graduate level courses such as urban design and planning studios, urban design and development, and research methods for urban design. SCARP has recently expanded its urban design teaching facilities to include a dedicated studio space and adjacent high-end design computer lab, which are available to support a wide-array of urban design courses It is anticipated that the new faculty member will continue to develop and enhance the use of these facilities. In addition, the position will involve supervising graduate student thesis research, and participation in the development of the School's teaching and research program. It may also involve advising doctoral students in urban design theory and methods SCARP is a fully accredited (Canada and US) graduate planning program and the largest teaching unit in UBC's Faculty of Graduate Studies The School's explicit pedagogical mission is to advance the transition to sustainability through excellence in integrated policy and planning research, professional education, and community service. Sustainability is understood broadly to encompass social, economic and environmental dimensions, and in respect to this, the School's teaching and research orientation places emphasis on the advancement of participatory, community-oriented planning methods. Administratively contained within SCARP is UBC's Centre for Human Settlements (CHS). The Centre functions both as the research arm of the School and as a facility for undertaking international capacity building projects in the diverse field of human settlements, both domestically and internationally. Because of the interdisciplinary nature of their programs and projects, SCARP and CHS maintain numerous affiliations with other teaching and research units at UBC, to partner institutions in a number of countries, and to practicing professionals in the region. The location of UBC in Vancouver, a city with a growing reputation for progressive urban design, allows for a variety of opportunities for engagement with local practitioners in research and practice. Applicants for this position should send a letter of application stating career objectives, overview of experience and achievements, approach to teaching, and research goals Please also include a current curriculum vitae, a summary design portfolio of twelve pages or less, and the names and contact information (including e-mail addresses) of three possible referees Please include your web-site address if you have one The first stage of the selection review will be based on applicants' letters of application, CVs and portfolios Referees will be contacted for short-listed candidates only The search committee will begin to review complete applications September 1st The position will remain open until an individual is hired The starting date for this position is anticipated to be as early as January 1, 2003 The University of British Columbia has on the basis of merit and is committed to employment equity We encourage all qualified persons to apply However, Canadians and permanent residents of Canada will be given priority The position is subject to final budgetary approval for positions funded from the general purpose operating fund All applicants are invited to visit the web-site for SCARP at: www.scarp.ubc.ca and the Centre for Human Settlements at: www.chs.ubc.ca Send applications to: Anthony H.J. (Tony) Dorcey, Director, UBC School of Community and Regional Planning, 6333 Memorial Road, Vancouver, BC, Canada V6T 1Z2

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Cameron Chair in Cancer Research

A bequest to the Dalhousie Medical Research Foundation provided the impetus for the development of the Dalhousie Cancer Research Program and the foundation for a strategic and coordinated approach to cancer research in the Maritimes. The original gift of $10 million made in memory of Dr. Owen and Pearl Cameron, has since grown to more than $15 million. The Program is seeking the Cameron Chair in Cancer Research to lead, foster and grow a world-class cancer research program.

This is an exceptional opportunity to guide the team that will build and shape the Program while drawing on the support and strengths of established partners. The Cameron Chair will have ample resources for establishment funding, trainee support and equipment acquisition. Due to the relatively small size of Nova Scotia, research interactions and transdisciplinary communication are relatively easy.

This opportunity is open to researchers in fundamental, applied, health services and population cancer research. With a PhD or MD/PhD, the ideal candidate will have a demonstrated expertise in cancer research at the national or international level. We are inviting applications for this position from established cancer researchers, with a successful track record of building teams and securing substantial research grant support.

Located in Halifax, Nova Scotia the Program offers a collaborative environment, clinical and academic opportunities and a great lifestyle. If you are recognized for your outstanding achievements in education, clinical care, research and professional development, we want to hear from you. Interested in learning more? Please contact any one of us or visit our website at www.medicine.dal.ca/dcrp/.

Closing Date: July 31, 2002. Due to the collaborative nature of this initiative, your résumé may be shared with other clinical or administrative leaders within the Dalhousie community

Dr. Andrew Padmos, Associate Dean
Cancer Programs, Dalhousie University
Commissioner, *Cancer Care Nova Scotia*
Phone: 902.473.4625

Dr. Gerald C. Johnston, Chair
Cancer Research Advisory Committee
Dalhousie University
Phone: 902.494.6465

Dr. Harold Cook, Associate Dean
Research & Planning, Faculty of Medicine
Dalhousie University
Phone: 902.494.1395

Dalhousie Cancer Research Program
1278 Tower Road, Bethune 561
Halifax, Nova Scotia
Canada B3H 2Y9
Email: dcrp@ccns.nshealth.ca

DALHOUSIE University

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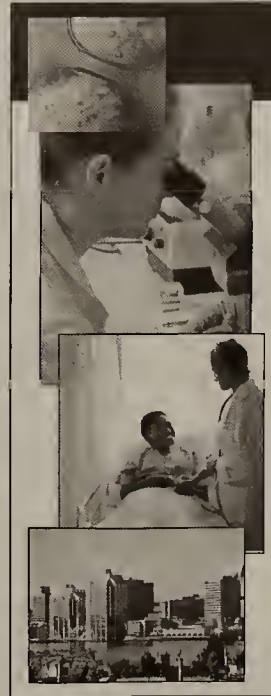

Director, Cancer Research Program Development

The Dalhousie Cancer Research Program is the research arm of a strategic and coordinated approach to cancer care in the Maritimes. Embraced administratively and supported financially, the Program is a joint initiative of Dalhousie Faculty of Medicine, The Dalhousie Medical Research Foundation and ***Cancer Care Nova Scotia***.

A $10 million bequest made to the Dalhousie Medical Research Foundation provided the impetus for the establishment of the Program. The original gift of $10 million made by Mrs. Beatrice Hunter in memory of Dr. Owen and Pearl Cameron, has since grown to more than $15 million.

Cancer Care Nova Scotia is seeking a Director, Cancer Research Program Development to help expand and enhance cancer research in Nova Scotia. Reporting to the Chief Operating Officer of ***Cancer Care Nova Scotia*** and working with the Management Committee of the Dalhousie Cancer Research Program, this individual will be responsible for the administration, support, communication and evaluation of cancer research program development at ***Cancer Care Nova Scotia*** and other participating institutions in the province.

The Director will build partnerships and liaise with organizations that support, promote and manage cancer research across the country. The Director is responsible for bringing administrative support to policy development, promotion, database infrastructure, budget management, and grant applications. The Director is also responsible for studentships and trainee programs.

With a PhD or equivalent in a discipline related to cancer research and administrative experience in a university health sciences centre, the ideal candidate will be instrumental in enhancing Nova Scotia cancer research.

Located in Halifax, Nova Scotia, the Program offers a collaborative environment, clinical and academic opportunities and a great lifestyle. If you are interested in learning more, please contact me or visit the cancer research website at www.medicine.dal.ca/dcrp/.

Closing Date: July 31, 2002. Due to the collaborative nature of this initiative, your resume may be shared with other clinical or administrative leaders within the Nova Scotia cancer research community.

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Commissioner, ***Cancer Care Nova Scotia***
Associate Dean, Cancer Programs, Dalhousie University
1278 Tower Road, Bethune 561
Halifax, Nova Scotia
Canada B3H 2Y9
Phone: 902.473.4625
Email: dcrp@ccns.nshealth.ca

Cancer Care Nova Scotia

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Cancer Care Nova Scotia is an employment equity/affirmative action employer. We thank all applicants for their interest, however only those selected for interviews will be contacted.

Corporate U. Thrives on Alienated Scholars

By ALISON HEARN

I WAS on faculty at Trent University during the recent struggles there. These struggles concerned the dismantling of Trent's college system, and, more significantly, the role of external corporate and political interests in university governance. As members of CAUT no doubt know, after a protracted court battle, Trent's bicameral system of governance was effectively nullified. (See "Trent Appeal Court Dissent Highlights Threat to Autonomy" by Donald Theall, *Bulletin*, December 2001.)

Since September 2001 I have been a faculty member at a large, private university in Boston, Massachusetts, where debate about university governance doesn't exist. I have gone, quite simply, out of the frying pan and into the fire.

My new university is a corporation plain and simple. A board of 22 "executives" and the president make all major decisions. There are at least 28 deans and associate deans, the majority of whom are professional administrators, not academics. Mid-level administrators are thick on the ground.

The faculty senate has ample representation for administrators, but none for students or staff. It is advisory to the president only. Individual faculty members are independent contractors, negotiating their own "deals." Pay deferential between faculty members of the same rank can easily range into the tens of thousands of dollars.

The university administration just launched a $3-million promotional campaign, which includes a university-sponsored "brainteaser" to be featured at every Red Sox game, while college faculty council meetings are regularly cancelled because there's "nothing to talk about."

The fact that the corporate/market model has replaced traditional forms of university governance in the U.S. and Canada is indisputable and alarming. But the lack of substantive debate about this fact among members of the professoriate is more alarming still.

AT TRENT, AND other universities in Canada and the U.S., students have put themselves on the line, demanding the chance to participate meaningfully in debates about the governance of their institution. But those who should be the most concerned about these issues — my colleagues in the professoriate — are, for the most part, eerily silent on the matter.

When pressed, I have found my Canadian and American colleagues begrudgingly articulate a response to these issues which runs something like this: "I don't really care who is running the show, or what the university signifies in the outside world, as long as I get paid and left to do my research and scholarship in peace."

But where is the "scholarship" in this position? To scholars, intellectuals, learned teachers, cultural workers, union members, knowledge professionals, technicians — no matter the rubric — I ask: For whom do you work? To what ideals do you profess loyalty? What is the nature of your obligation toward the university administration and the broader political and cultural discourses about the university? What is the nature of your obligation to your students? And, finally, what is the nature of your obligation to each other?

There is no doubt that answers to these questions are hard to think through. Discourses about the university are crosscut with different agendas and assumptions these days. The corporate discourses of bureaucratic efficiency, service provision, excellence and accountability are ascendant and lie uncomfortably on top of older, residual discourses of the university as civilizing force, reasonable end in itself, and producer of an informed and responsible citizenry.

Nowadays when we ask such things as 'what is the university?' we often find ourselves up against the unspeakable, outside of discourse. At best, we navigate in between residual and emergent points of view, often waging battles at cross-purposes in different languages about what we do and who we are.

In the age of the corporate university, members of the professoriate find themselves cast, at best, as middle-management executives, or, at worst, simple salesmen or technicians hawking the wares of the knowledge industry. And yet very little writing about the nature of the contemporary scholar or intellectual formulates an understanding of him/her as a specific variety of thinker and teacher — partially defined by and embedded within very determinate, and almost exclusively externally defined, institutional parameters.

Can it be that members of the professoriate feel they are immune to the determinations of their context?

Most work on the professoriate focuses on our peculiar psychological propensities. The scholar is the ultimate isolated individual: alienated, anti-social, self-obsessed, preoccupied, lofty, monk-like and anxious. Reined in by the academy we become elitist, ambitious, cutthroat, petty, territorial, judgmental, condescending, meanspirited, aggressive — not to mention paranoid, with persecution complexes.

We behave badly, aggressively, hierarchically, brutally, unfeelingly. We develop infantile and un-thought-through assumptions, for example: "those who are good teachers are lightweights because they clearly enjoy being around people" or "those who publish the most are heavyweights because they publish the most."

True scholars are in pursuit of the "life of the mind" and are "committed to the work." More than anything, members of the professoriate seem to be invested in their own singularity as scholars. David Damrosch has called this "the archaic hyperindividualism of our prevailing academic ethos."

Stanley Fish, in his essay "The Unbearable Ugliness of Volvos," writes of the professoriate's predilection for self-abnegation. Academics suffer through the indignities of no money, little recognition, no resources or outside support, social marginalization and material deprivation, because we *like* it. It is in the suffering, Fish argues, that we can effectively mark ourselves off from the outside world, specifically, our own loathed administrators and the world of business. Within the psychic economy of the academy, Fish argues, "oppression is the sign of virtue."

THE PROFESSORIATE IS defined by its willful masochism, its purposeful embrace of pain and marginal status. This results in strange behavioral inversions whereby what would be seen as pettiness and bad behavior in any other context gets excused as mere eccentricity, or as the inevitable by-product of a burdensomely brilliant mind.

This taken-for-granted "hyperindividualism" also fuels the practices of combat and competition between scholars, disciplines and faculties. Damrosch argues that, through our graduate teaching and the socializing rigors of graduate school, we select for and happily propagate these twined attributes of alienation and aggression. We cling to these legitimating notions of singularity, separateness and isolation. We moan about having to overcome our differences, about having to tolerate people we neither respect nor like, in order to work together in departments or disciplines.

It is odd that, given the impact of deconstruction and post-structuralism on the academy during the past two decades, the ideology of the isolated and alienated professor/scholar remains, for the most part, unexamined. Why is this so? Perhaps because this ideology protects us from recognizing the degree to which we are made by the institutions we occupy.

We might have to admit that we are really just people who get paid to think for a living, and cop to the fact that we occupy, what Stanley Aronowitz has called, "the last good job in America." And, we might have to confront the claims of people outside the academy who see us as "slackers-in-residence," or as overpaid members of the "loafing class."

The fact remains that dominant external interests have always played a determining role inside the university. Our desires and our needs, as members of the professoriate, are mediated, and, in many ways, defined by the institution that provides for our general cultural legitimacy, not to mention our livelihood. We ignore the implications of these determinations at our peril.

The ideology of the isolated, alienated scholar covers a multitude of sins. Most notably it serves to protect many in the professoriate from addressing and, most important, from defining their obligation to each other, their students, and staff. By "obligation" I do not mean "accountability" in the corporate sense, nor do I intend it in a legal or contractual sense.

Rather, I mean obligation in an open-ended communitarian sense. This is a notion of obligation that recognizes, both the impossibility of complete individual subjective freedom, and the impossibility of full and final mastery of the networks of obligation in which we are enmeshed. Simply, it posits that we are always, already "obliged." The notion of obligation is foundational to the idea of the university, to a kind of community that never finally and fully identifies with a determinate set of values or definitions, but one that is involved only in an ongoing, and necessarily fractious, state of questioning and becoming.

In its earliest incarnations the university involved thinking and learning in groups, which would come together and come apart, always and necessarily provisional and temporary. The notion of the isolated scholar/teacher is a fairly recent product of the reformed research university which emerged in the later half of the 19th century. Since that time, and certainly nowadays, ideals of collegiality and reciprocity, utopian notions that thinking together can, as Lauren Berlant has said, "build worlds and institutions," claims that the university involves processes of both making common and making dissent, appear very rarely.

I JOIN WITH BILL Readings in a call for a kind of institutional pragmatism: "This pragmatism recognizes that thought begins where we are and does away with alibis." We must cease justifying our practices "in the name of an idea 'from elsewhere'," especially when this "idea" excuses us from working to define the nature of our responsibilities to each other, our students and staff.

Caught inside the discourse of the corporate university, its academic "star system," its technophilic drive towards the virtual classroom, its incessant calls for strategic alliances with the private sector, members of the professoriate risk losing even the option to discuss academic freedom. We must renew, with vigor and commitment, debate about the nature and relevance of the university as a cultural site in the age of transnational corporate dominance.

Surely it is only in the consideration of our mutual obligation and our obligation to our students and staff that we might begin this debate, and, thereby, come to fruitfully challenge the unwanted meanings proffered by the model of the corporate university. As long as members of the professoriate invest in the ideology of the alienated scholar, autonomous from his institutional context, we unwittingly legitimate the foreclosure of meaningful discussion about the idea of the university itself. In so doing we tacitly capitulate to logics not our own. If we are in this together, what do we owe each other? ■

Alison Hearn is currently a tenure-track assistant professor in communication studies at Northeastern University in Boston, Massachusetts.

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The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de l'auteure et pas nécessairement celle de l'ACPPU.